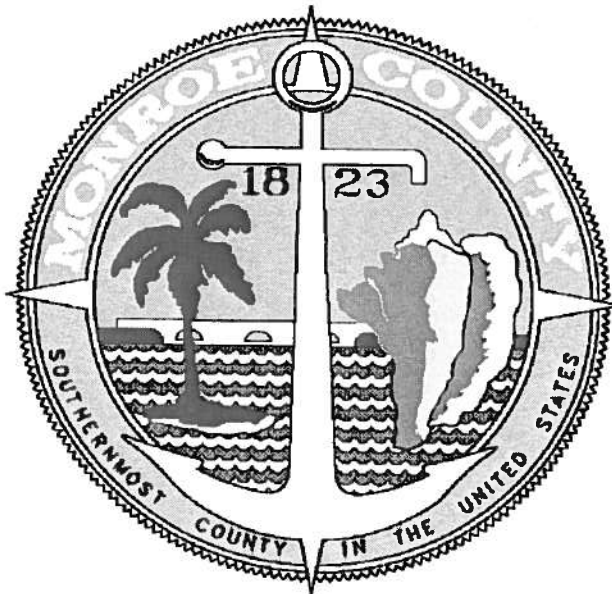


Monroe County BOCC
EQUAL EMPLOYMENT OPPORTUNITY PLAN



FY 2014-2015

(Information 9-1-11 through 8-30-13)

TABLE OF CONTENTS

	Page
Introduction	3
Applicable Grants	3-4
Personnel Management/Operations Overview	5
Purpose	5-6
Equal Opportunity Policy	6-9
Job Classification Table	10-15
Disciplinary Actions	16-20
Number of individuals applying for employment	21-41
Number of employees in each job category	22-41
Number of employees Terminated	42
Number of employees Hired	43-45
Community and area labor statistics	46-47
Monroe County employment practices and policies	48-51
ADA Request for Accommodation Instruction	52-55

INTRODUCTION

Monroe County, Florida is the southernmost county in Florida and the United States. It is made up of the Florida Keys and portions of the Everglades National Park and big Cypress National Reserve. These parks are mostly uninhabited mainland areas. Most known are the Florida Keys which is a string of islands of connected by U.S. Highway 1, which ends in Key West, 150 miles southwest of Miami.

Monroe County, Florida has a population of 73,090. It is divided into five electoral districts and the five elected County Commissioners govern Monroe County, Florida. The Commissioners rely on the County Administrator to facilitate the daily operations of county government. Monroe County, Florida has approximately 515 employees. Monroe County, Florida's seat is located at the historical Gato Building, 1100 Simonton Street Key West, Florida 33040.

APPLICABLE GRANTS FOR WHICH MONROE COUNTY IS GRANTEE OR SUBGRANTEE

The Florida Department of Law Enforcement, Office of Criminal Justice Grants manages federal grant monies from the Department of Justice. Specific grants are:

The Edward Byrne Memorial Justice Grant (JAG);
National Criminal History Improvement Program (NCHIP);
Residential Substance Abuse Treatment for Prisoners (RSAT)
Bullet Proof Vest Program;

The Edward Byrne Memorial Justice Assistance (JAG) Grant is the primary provider of federal criminal justice funding to state and local jurisdictions. It is named in honor of Edward Byrne a New York Police Department Officer who was killed in the line of duty February 26, 1988. He was shot in the head five times. Officer Byrne was 22 years old at the time of his death.

JAG funds can be used for any of the following purpose areas:

1. law enforcement programs
2. prosecution and court programs
3. prevention and education programs
4. corrections and community protection programs
5. drug treatment programs
6. planning evaluation and technology improvement
7. crime victim and witness programs

The National Criminal History Improvement Program (NCHIP) Grant enhances crime fighting and criminal justice by improving the accessibility , utility of criminal history records and interstate accessibility of criminal history records and enhances records of protective orders involving domestic violence and stalking, sex offender records and their use in criminal background checks.

The Residential substance Abuse Treatment (RSAT) Grant is to assist local governments in developing and implementing residential substance abuse treatment programs in detention facilities.

The Bullet Proof Vest Partnership Grant is a unique U.S. Department of Justice initiative designed to provide a critical resource to state and local law enforcement. Since 1999 over 13,000 jurisdictions have participated in the program.

Monroe County, Florida has been the recipient of the following grants:

GRANT	AMOUNT	DATE OF AWARD
Byrne JAG Grant with Guidance Care Center Jail In –house Program	\$30,000 \$16,500	September 27, 2011 October 31, 2012
Byrne JAG Grant will be the change	\$20,000 \$16,499	September 26, 2011 September 10, 2012
Byrne JAG Grant with the Florida Keys Outreach Coalition	\$5,000	September, 2011
Byrne JAG Grant with Heron- Peacock	\$29,859 \$16,499	October 3, 2011 November 7, 2012
Byrne JAG with Samuel’s House	\$20,000 \$16,499	September 27, 2011 November 7, 2012
RSAT Grant with Guidance Care Center	\$66,667 \$67,000	October 17, 2011 November 14, 2012
Byrne JAG Grant with Boys and Girls Club	\$20,823 \$16,499	rolled over into FY12 October 31, 2012

Grant Contact information:
 Laura Deloach Hartle
 Office of Management and Budget
 1100 Simonton St.
 Key West, Florida 33040

PERSONNEL MANAGEMENT/OPERATIONS OVERVIEW

The Monroe County Office of Employee Services provides quality support services and benefits administration to employees of the Board of County Commissioners. Programs and services include: Human Resources, Workers Compensation, Employee Benefits, Risk Management and Safety.

Operations of County government are under a Board of County Commissioners; County Attorney's Office and a County Administrator.

Note: The Sheriff is a separate elected official with its own personnel office and does not fall under the jurisdiction of the County Administrator.

Monroe County's Constitutional Offices are: Clerk of Court, Property Appraiser, Supervisor of Elections, Tax Collector, Court Administrator and Land Authority. These offices do not fall under the jurisdiction of the County Administrator.

PURPOSE

An Equal Employment Opportunity Plan or EEOP is a workforce report that some local governments must complete to receive grant funding from the United States Department of Justice pursuant to the Omnibus Crime Control and Safe Streets Act. The purpose of the EEOP is to ensure that recipients are providing equal employment opportunities.

Section 42.304(USC) provides in part: "...Each recipient's equal employment opportunity program shall be in writing and shall include:

- (a) A job classification table or chart
- (b) The number of disciplinary actions taken against employees by race, sex, national origin.
- (c) The number of individuals by race, sex and national origin (if available applying for employment.
- (d) The number of employees in each job category by race sex, and national origin.
- (e) The number of employees by race sex, and national origin who were terminated
- (f) Available community and area labor characteristics
- (g) Detailed narrative statement citing the employer's employment practices and policies

On July 26, 1982, the Board of County Commissioners approved Resolution No. 197-1982 which provided the County's Affirmative Action Plan. The Plan was later amended by Resolution No. 500-1987 and again by Resolution No. 043-1988.

EQUAL OPPORTUNITY POLICY

Resolution No. 230-1994 declares that Monroe County promotes a work environment that is devoid of illegal job discrimination in employment policies and practices. In addition, Monroe County Code of Ordinance Chapter 14, Article II and Article III prohibits discrimination.

The County is firmly committed to equal employment opportunity, and does not discriminate in any employment-related decisions on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability or other similar factors that are not job-related.

The County's policy of equality of opportunity applies to all organizational levels of the County and to all job classifications. It is the responsibility of each elected or appointed public official, Division Director, Department Head and Supervisor to give the County's non-discrimination policy full support through leadership, and by personal example. In addition, it is the duty of each public official and each employee to help maintain a work environment which is conducive to, and which reflects, the County's commitment to equal employment opportunity.

All personnel actions shall be based solely on ability and fitness of the individual.

The Human Resources office shall see that information about job opportunities is readily available to all employees and citizens of the County, and a continuing program shall be conducted to make the Equal Employment policies known to all citizens of the County.

In this capacity, the Human Resources office will be responsible for anticipating problems, formulating solutions, presenting complete analysis of alternatives and recommended corrective actions and coordinating the recommended actions with public officials, Division Directors, Department Heads and employees.

In the implementation of this policy, the County will aggressively seek personnel for all job levels within the organization through upgrading and recruitment from minority group members and women.

This policy is specifically included and will be a continuing and essential component of the Personnel Policies and Procedures.

Harassment of any kind is prohibited and will not be tolerated. A violation of this policy will subject an employee to disciplinary action, up to and including termination of employment. Any violation which cannot be remedied through the disciplinary process set forth in these policies and procedures may be considered by the Board of County Commissioners for any other avenues legally available, such as, but not limited to, contractual remedies, no trespass orders, injunctive relief, removal of workplace accommodations which have been abused, or through federal or state laws protecting workers in the workplace.

Harassment is defined as verbal or physical conduct which:

1. Denigrates or shows hostility or aversion toward an individual because of his or her race, color, religion, gender, national origin, age, veteran status, marital status, familial status, sexual orientation, gender identity or expression, or disability/handicap, or that of his or her relatives, friends or associates.
2. Has the purpose or effect of creating an intimidating, hostile or offensive working environment;
3. Has the purpose or effect of unreasonably interfering with an individual's work performance or;
4. Otherwise adversely affects an individual's employment opportunities.

Prohibited harassing conduct includes, but is not limited to, epithets, slurs, jokes, negative stereotyping, or threatening, intimidating or hostile acts that relate to race, color, religion, gender, age, national origin, veteran status, marital status, familial status, sexual orientation, gender identity or expression, or disability/handicap. Prohibited harassing conduct includes written or graphic material that is placed on walls, bulletin boards or elsewhere on the premises or that is circulated in the workplace.

The above policy includes, but is not limited to, sexual harassment. Sexual harassment is defined as:

1. Unwelcome sexual advances;
2. Requests for sexual favors;
3. Verbal or physical conduct of a sexual or otherwise offensive nature, particularly where:
 - a. submission to such conduct is made, explicitly or implicitly, a term or condition of employment;
 - b. submission to or rejection of such conduct is used as a basis for decisions affecting an individual's employment; or
 - c. such conduct has the purpose or effect of creating an intimidating, hostile or offensive working environment.

4. Sexually offensive jokes, innuendoes, and other sexually oriented statements or behavior.

If an individual experiences or observes any form of harassment of an employee by any person (regardless of the offender's identity or position), he/she is required to promptly report the incident to a Division Director, Department Head, the Human Resources Administrator or the County Administrator. Division Directors and Department Heads are responsible for promptly reporting the allegations or concerns to the Human Resources Administrator or the County Administrator. (It is encouraged that the individual put such a complaint in writing). If the complaint is about the County Administrator or any other person whose official or political position leads an employee to believe that the complaint may be ignored or handled improperly, the individual who experiences or sees any prohibited form of harassment which he/she is required to report may report the conduct to a county commissioner, who shall see that it is properly processed by staff in an objective manner. The complaint will be immediately investigated and kept confidential to the extent possible. Individuals who make complaints have an obligation to assist and cooperate with the County's investigation.

If the County determines that an employee (including public officials, Division Director, Department Head, or supervisor) or third-party has harassed another individual, appropriate remedial action will be taken against the offender, up to and including termination. If the harassment involves a third party such as a contractor, vendor, supplier, or other visitors to County buildings or the workplace, that person may be barred from the premises.

The County prohibits any form of retaliation or coercion (including intimidation, interference or discrimination for lodging a bona fide complaint under this policy or for assisting in the investigation of a claim of harassment. If an individual experiences or observes any form of retaliation by any person, employee or non-employee (regardless of the offender's identity or position) he/she is required to promptly report the incident to a Division Director, Department Head, the Human Resources Administrator or the County Administrator. Division Directors and Department Heads are responsible for promptly reporting the allegations or concerns to the Human Resources Administrator or the County Administrator. It is encouraged that the individual put such a complaint in writing. The complaint will be immediately investigated and kept confidential to the extent possible. Individuals who make complaints have an obligation to assist and cooperate with the County's investigation. If the complaint is about the County Administrator or any other person whose official or political position leads an employee

to believe that the complaint may be ignored or handled improperly, the individual who experiences or sees any prohibited form of harassment which he/she is required to report may report the conduct to a county commissioner, who shall see that it is properly processed by staff in an objective manner. The county will protect individuals who make a complaint to the extent legally possible. Any bona fide complaint will in no way be used or held against an employee (or non-employee) nor will it leave an adverse impact on the complaining employee's employment.

Individuals shall not assume that the County is aware of a harassment problem and are required to adhere to this policy and make a report so that the problem can be resolved. Any questions concerning this policy should be addressed to Human Resources.

If one believes that the County has violated the equal opportunity policy, as stated in this section, he/she should submit a written complaint to the EEO Coordinator. The EEO Coordinator shall investigate the complaint and respond to the complaint.

Prepared by:

Calvin Allen

Calvin Allen

EEO Coordinator

Roman Gastesi
for Roman Gastesi
County Administrator *Acting*

9-24-13
Date

Job classification table
(pay plan)

PAYGRADE	Position Title	Class Cd	Teamsters	FLSA
CONTRACT	COUNTY ATTORNEY	17-1		E
CONTRACT	COUNTY ADMINISTRATOR	16-1		E
16				
15	CHIEF ASSISTANT COUNTY ATTORNEY	15-12		E
15	DEPUTY COUNTY ADMINISTRATOR	15-1		E
14	DIRECTOR OF PUBLIC WORKS	14-6		E
14	DIVISION DIRECTOR EMPLOYEE SERVICES	14-2		E
14	DIVISION DIRECTOR GROWTH MANAGEMENT	14-8		E
14	FIRE CHIEF/DIVISION DIRECTOR EMERGENCY SERVICES	14-4		E
14	SR DIRECTOR PLANNING AND ENVIRONMENTAL RESOURCES	14-13		E
14	ASSISTANT COUNTY ATTORNEY III	14-7		E
14	ASSISTANT COUNTY ATTORNEY - LITIGATOR	14-5		E
13	ASSISTANT COUNTY ATTORNEY II	13-7		E
13	ASSISTANT PLANNING DIRECTOR	13-12		E
13	DIRECTOR EMERGENCY MANAGEMENT	13-6		E
13	DIRECTOR INFORMATION TECHNOLOGY	13-2		E
13	DIRECTOR INTERGOVERNMENTAL/LEGISLATIVE	13-4		E
13	DIRECTOR OF ENGINEERING SERVICES	13-9		E
13	DIRECTOR OF PROJECT MANAGEMENT	13-14		E
13	DIVISION DIRECTOR PUBLIC WORKS	13-11		E
13	FIRE RESCUE DEPUTY CHIEF-OPERATIONS	13-15		E
13	SR DIRECTOR AIRPORTS	13-10		E
13	SR DIRECTOR BUDGET AND FINANCE	13-3		E
13	SR DIRECTOR BUILDING OFFICIAL	13-1		E
13	SR DIRECTOR CODE COMPLIANCE	13-8		E
13	SR DIRECTOR STRATEGIC PLANNING	13-16		E
12	AIRPORT MANAGER	12-6		E
12	AIRPORT SECURITY COORDINATOR	12-2		E
12	ASSISTANT DIRECTOR PUBLIC WORKS	12-9		E
12	COMPREHENSIVE PLANNING MANAGER	12-7		E
12	DATABASE ADMINISTRATOR	12-23		E
12	DIRECTOR FLEET MANAGEMENT	12-1		E
12	DIRECTOR LIBRARIES	12-10		E
12	DIRECTOR MIDDLE KEYS OPERATIONS	12-13		E
12	DIRECTOR UPPER KEYS OPERATIONS	12-11		E
12	DIRECTOR VETERANS AFFAIRS	12-14		E
12	LAND STEWARD	12-4		E
12	PLANNING & DEVELOPMENT REVIEW	12-73		NE

12	SOCIAL SERVICES DIRECTOR	12-21	E
12	SR ADMINISTRATOR GRANTS	12-22	E
12	SUSTAINABILITY PROGRAM MANAGER	12-16	E
12	TRANSPORTATION PLANNING MANAGER	12-15	NE
11	APPLICATION ANALYST	11-5	E
11	CONTRACT ADMINISTRATOR	11-21	E
11	COORDINATOR SCENIC HIGHWAY	11-14	E
11	PLANS EXAMINER	11-4	E
11	SR ADMINISTRATOR AIRPORT BUSINESS	11-41	E
11	SR ADMINISTRATOR BAYSHORE	11-3	E
11	SR ADMINISTRATOR BENEFITS	11-28	E
11	SR ADMINISTRATOR ENVIRONMENTAL RESOURCES	11-7	E
11	SR ADMINISTRATOR MARINE RESOURCES	11-9	E
11	SR ADMINISTRATOR SEWER PROJECTS	11-23	E
11	SR ADMINISTRATOR SOLID WASTE MANAGEMENT	11-13	E
11	SR BUDGET ADMINISTRATOR	11-8	E
11	SR PROJECT ADMINISTRATOR	11-31	E
11	SR PROJECT MANAGER	11-24	E
11	SR ADMINISTRATOR CODE COMPLIANCE	11-25	E
10.5	BUILDING INSPECTOR II	10-8	NE
10.5	ELECTRICAL INSPECTOR II	10-26	NE
10.5	PLUMBING MECHANICAL INSPECTOR II	10-23	NE
10	ADMINISTRATOR BUILDING & PARKS & BEACHES	10-15	E
10	ADMINISTRATOR BUILDING MAINTENANCE	10-10	E
10	ADMINISTRATOR HUMAN RESOURCES	10-20	E
10	ADMINISTRATOR LIBRARIES	10-9	E
10	ADMINISTRATOR LIBRARY HEADQUARTERS	10-18	E
10	ADMINISTRATOR PERMITTING	10-31	NE
10	ADMINISTRATOR RISK MANAGEMENT	10-19	E
10	AIRPORT SYSTEMS TECHNICIAN	10-16	NE
10	ASSISTANT FIRE MARSHAL	10-7	NE
10	BUILDING INSPECTOR I	10-35	NE
10	CIP ADMINISTRATOR AND INSPECTOR	10-53	E
10	CONTRACT MONITOR	10-13	NE
10	DEVELOPMENT ADMINISTRATOR	10-52	NE
10	ELECTRICAL INSPECTOR	10-22	NE
10	EMERGENCY MANAGEMENT SR PLANNER	10-17	E
10	EMERGENCY MANAGEMENT SR PLANNER I	10-36	E
10	EXECUTIVE ADMINISTRATOR	10-6	NE
10	MANAGER LIBRARY TECHNICAL SERVICES	10-24	E
10	PARALEGAL ADMINISTRATIVE LIAISON	10-33	E
10	PLANNING & BIOLOGICAL PLANS EXAMINER	10-41	E
10	PLUMBING MECHANICAL INSPECTOR	10-34	NE
10	RADIOLOGICAL EMERGENCY PREPAREDNESS ADMINISTRATOR	10-30	E
10	SERVER ADMINISTRATOR	10-5	E

10	SR COORDINATOR TV MULTIMEDIA	10-3		E
10	SR BIOLOGIST	10-42		NE
10	SR GIS PLANNER	10-51		E
10	SR INSPECTOR CODE COMPLIANCE	10-14		NE
10	SR LEAD MECHANIC	10-27		NE
10	SR PLANNER	10-1		NE
9	ACTIVE DIRECTORY ARCHITECT	9-54		E
9	ATTENDANT SUPERVISOR	9-44		E
9	BIOLOGIST	9-17		NE
9	CODE COMPLIANCE RESEARCH ANALYST	9-23		NE
9	SUPERVISOR FACILITIES MAINTENANCE	9-32		E
9	EXECUTIVE ASSISTANT	9-8		NE
9	EXECUTIVE ASSISTANT - CONTRACT BOCC			E
9	EXECUTIVE ASSISTANT COUNTY ATTORNEY	9-83		NE
9	GIS PLANNER	9-28		NE
9	INDIGENCE EXAMINER	9-35		E
9	INSPECTOR CODE COMPLIANCE	9-27		NE
9	LEAD MECHANIC	9-12		NE
9	LOGISTICS SPECIALIST	9-26		NE
9	MARINE BIOLOGIST	9-6		NE
9	MANAGER BRANCH LIBRARY	9-3		E
9	MASTER ELECTRICIAN	9-24	x	NE
9	MASTER MECHANIC GENERATOR TECHNICIAN	9-51	x	NE
9	PARALEGAL LITIGATION	9-21		E
9	PARALEGAL	9-36		NE
9	PLANNER	9-2		NE
9	PURCHASING MANAGER	9-13		E
9	SENIOR ENGINEERING TECH	9-39		NE
9	SR BUDGET ANALYST	9-25		NE
9	SR COORDINATOR AIRPORT GRANTS & FINANCE	9-43		E
9	SR COORDINATOR BENEFITS	9-42		E
9	SR COORDINATOR BUILDING	9-14		NE
9	SR COORDINATOR CODE COMPLIANCE	9-9		NE
9	SR COORDINATOR COUNTY ATTORNEY	9-33		NE
9	SR COORDINATOR FINANCE & ACCOUNTING	9-16		NE
9	SR COORDINATOR FLEET	9-18		NE
9	SR COORDINATOR FLOODPLAIN	9-40		NE
9	SR COORDINATOR GRANTS	9-22		NE
9	SR COORDINATOR PLANNING COMMISSION	9-10		NE
9	SR LIBRARIAN	9-19		E
9	SR NETWORK ANALYST	9-4		E
9	SR PROJECT MANAGEMENT/WASTEWATER TECHNICIAN	9-38		NE
9	SR SYSTEMS ANALYST	9-7		E
9	SUPERVISOR CONSTRUCTION INSPECTION	9-1		NE
9	SUPERVISOR ROADS & BRIDGES	9-32		E
9	SUPERVISOR CASE MANAGER	9-5		E
9	SUPERVISOR SOLID WASTE/RECYCLING	9-20		E

8	CASE MANAGER	8-7		NE
8	COORDINATOR	8-51		NE
8	COORDINATOR ELECTRONICS	8-4	x	NE
8	COORDINATOR ENVIRONMENTAL	8-26	x	NE
8	COORDINATOR EQUAL EMPLOYMENT	8-10		NE
8	COORDINATOR HUMAN RESOURCES	8-3		NE
8	COORDINATOR INHOME SERVICES	8-30		NE
8	COORDINATOR NUTRITION SERVICES	8-57		NE
8	COORDINATOR LICENSING	8-8		NE
8	COORDINATOR RECYCLING	8-24		NE
8	COORDINATOR ROADS & BRIDGES	8-35		NE
8	CUSTOMER SERVICE REPRESENTATIVE I	8-28		NE
8	CUSTOMER SERVICE REPRESENTATIVE II	8-55		NE
8	EXTENSION COORDINATOR	8-18		NE
8	FIRE RESCUE INSTRUCTOR	8-2		NE
8	LIBRARIAN	8-40		E
8	LIBRARIAN TECHNICAL SERVICES	8-15		NE
8	MAINTENANCE WORKER III	8-58	x	NE
8	MOBILE MECHANIC	8-22	x	NE
8	ON CALL PERSONAL CARE SUPERVISOR	8-45		NE
8	SAFETY OFFICER	8-11		NE
8	SR ADMINISTRATIVE ASSISTANT	8-16		NE
8	SR BUYER	8-17		NE
8	SR SPECIALIST CUSTOMER SERVICE	8-20		NE
8	SUPERINTENDENT CARD SOUND OPERATIONS	8-31		NE
8	SUPERINTENDENT MAINTENANCE CORRECTIONS	8-37		NE
8	SYSTEMS ANALYST	8-33		E
8	TRANSPORTATION COORDINATOR	8-13		NE
8	TV MULTIMEDIA TECHNICIAN	8-14		NE
8	VETERANS SERVICE COUNSELOR	8-12		NE
7	ADMINISTRATIVE ASSISTANT	7-8		NE
7	BUSINESS MANAGER	7-29		NE
7	CASE COORDINATOR I	7-7		NE
7	COORDINATOR SPECIAL NEEDS	7-36		NE
7	FOREMAN PAINTING	7-16	x	NE
7	FOREMAN PLUMBING	7-12	x	NE
7	FOREMAN ROADS & BRIDGES	7-5	x	NE
7	ASSISTANT ENVIRONMENTAL COORDINATOR	7-37	x	NE
7	HEARING REPORTER	7-13		NE
7	INSURANCE SPECIALIST	7-15		NE
7	MARINE PUMP OUT CAPTAIN	7-38		NE
7	SERVICE MECHANIC	7-28	x	NE
7	SIGN TECHNICIAN INSTALLER	7-10	x	NE
7	SPECIALIST BUILDING MAINTENANCE	7-6	x	NE
7	SPECIALIST WORKERS COMPENSATION	7-9		NE
7	SR LIBRARY ASSISTANT BRANCH	7-32		NE
7	SR LIBRARY ASSISTANT LEGAL RESEARCH	7-34		NE

7	SR TECHNICIAN AIR CONDITIONING	7-3	x	NE
7	SR TECHNICIAN MAINTENANCE	7-31	x	NE
7	SR TECHNICIAN MAINTENANCE AIRPORT	7-33	x	NE
7	SR TECHNICIAN MAINTENANCE ELECTRIC	7-11	x	NE
7	SR TECHNICIAN POLLUTION CONTROL	7-4	x	NE
6	AIRPORT MAINTENANCE TECHNICIAN	6-31	x	NE
6	ASSISTANT AIRPORT MAINTENANCE	6-5	x	NE
6	ADMINISTRATIVE ASSISTANT	6-21		NE
6	LIBRARY TECHNICAL SERVICES CATALOGING ASSISTANT	6-20		NE
6	ASSISTANT RISK MANAGEMENT	6-22		NE
6	ASSISTANT SUPERINTENDENT	6-3		NE
6	ATTENDANT	6-4		NE
6	ELECTRICIAN	6-14	x	NE
6	FACILITIES MAINTENANCE TECHNICIAN	6-1	x	NE
6	FOREMAN FACILITIES MAINTENANCE	6-23	x	NE
6	FOREMAN PARKS & BEACHES MAINTENANCE	6-13	x	NE
6	HEAVY EQUIPMENT OPERATOR	6-9	x	NE
6	LANDFILL OPERATOR	6-17	x	NE
6	LIBRARY ASSISTANT	6-11		NE
6	LOGISTICS ASSISTANT	6-18		NE
6	MECHANIC I	6-12	x	NE
6	RESERVATIONIST/SCHEDULER DISPATCHER	6-2		NE
6	SR PLUMBER	6-19	x	NE
6	STAFF ASSISTANT	6-10		NE
6	TRANSPORTATION COORDINATOR/COUNSELOR'S ASSISTANT	6-8		NE
5	ASSISTANT SPECIALIST TRUSTEE PROGRAM	5-2	x	NE
5	EQUIPMENT OPERATOR	5-10	x	NE
5	HOMEMAKER PERSONAL CARE PROVIDER	5-1		NE
5	MAINTENANCE WORKER II	5-17	x	NE
5	PAINTER	5-9	x	NE
5	SITE MANAGER CONGREGATE MEALS	5-6		NE
5	SITE MANAGER CONGREGATE/HOME DELIVERED MEALS	5-8		NE
5	SITE MANAGER HOME DELIVERED MEALS	5-15		NE
5	SR LANDSCAPER	5-13	x	NE
5	WEIGHMASTER	5-7	x	NE
4	HOMEMAKER	4-4		NE
4	LEAD CUSTODIAN/MAINTENANCE MECHANIC	4-12	x	NE
4	MAINTENANCE MECHANIC FACILITIES	4-1	x	NE
4	MAINTENANCE MECHANIC PARKS & BEACHES	4-2	x	NE
4	MAINTENANCE WORKER ROADS	4-10	x	NE
4	TRANSPORTATION DRIVER	4-6	x	NE

3	LEAD CUSTODIAN MAINTENANCE WORKER	3-2	x	NE
3	MAINTENANCE WORKER (FACILITIES)	3-1	x	NE
3	MAINTENANCE WORKER PARKS & BEACHES	3-7	x	NE
3	NUTRITION PROGRAM SITE ASSISTANT	3-5		NE
3	TOLL COLLECTOR	3-3	x	NE
2	CUSTODIAN	2-3	x	NE
2	CUSTODIAN BAYSHORE MANOR	2-4	x	NE
2	RECEPTIONIST	2-5		NE

GRADE	MINIMUM	MIDPOINT	MAXIMUM		MINIMUM	MIDPOINT	MAXIMUM
16	\$107,704.99	\$140,019.21	\$172,328.49	\$	51.78	\$ 67.32	\$ 82.85
15	\$86,164.24	\$112,012.89	\$137,862.80	\$	41.43	\$ 53.85	\$ 66.28
14	\$76,395.65	\$97,404.04	\$118,412.44	\$	36.73	\$ 46.83	\$ 56.93
13	\$66,429.46	\$84,699.33	\$102,966.68	\$	31.94	\$ 40.72	\$ 49.50
12	\$58,919.91	\$73,650.83	\$88,380.49	\$	28.33	\$ 35.41	\$ 42.49
11	\$51,235.41	\$64,043.32	\$76,852.49	\$	24.63	\$ 30.79	\$ 36.95
10.5	\$57,181.90	n/a	\$67,684.20	\$	27.49	n/a	\$ 32.54
10	\$46,678.33	\$57,181.90	\$67,684.20	\$	22.44	\$ 27.49	\$ 32.54
9	\$41,678.24	\$51,055.45	\$60,433.90	\$	20.04	\$ 24.55	\$ 29.05
8	\$37,988.28	\$45,584.68	\$53,183.59	\$	18.26	\$ 21.92	\$ 25.57
7	\$34,533.66	\$41,441.64	\$48,348.38	\$	16.60	\$ 19.92	\$ 23.24
6	\$31,394.92	\$37,673.66	\$43,952.38	\$	15.09	\$ 18.11	\$ 21.13
5	\$28,540.61	\$34,249.23	\$39,956.60	\$	13.72	\$ 16.47	\$ 19.21
4	\$25,945.55	\$31,135.66	\$36,324.52	\$	12.47	\$ 14.97	\$ 17.46
3	\$24,710.95	\$29,653.13	\$34,595.32	\$	11.88	\$ 14.26	\$ 16.63
2	\$21,507.20	\$24,882.18	\$28,257.15	\$	10.34	\$ 11.96	\$ 13.59

**Disciplinary actions taken against employees by race, sex, national origin
9/1/11 – 8/30/13**

EFFECTIVE DATE	EEO	ALLEGATION	ACTION TAKEN	OUTCOME
9/6/2011	AC	9.03 M Safety Violations & 805.01 IV SOP Radio Procedures	Employee Notice	
9/14/2011	AA	9.03 O Negligent destruction of property	Employee Notice	
9/14/2011	AC	9.03 M Safety violation & 403.03 SOP Emergency Vehicle Operating Guidelines	Employee Notice	
9/21/2011	AA	9.03 P Incompetence or Inefficiency	Employee Notice	
9/27/2011	AA	9.03 P Incompetence or Inefficiency	Employee Notice	
10/11/2011	AA	9.03 O Malicious or Negligent Destruction of Property	Employee Notice	
10/12/2011	AB	9.03 P Incompetence or Inefficiency	Employee Notice	
10/12/2011	AB	9.03 C Misconduct & SOP 1008.08 (1.G) - Conduct toward superior officers and subordinates	Employee Notice	
10/15/2011	AA	9.03 G Fraud or Dishonesty, H Absenteeism or Abuse of Sick Leave, L Abuse of County Policies and Procedures	Pre-D	X-CELLED - RESIGNATION
10/17/2011	AC	9.03B Insubordination & C Misconduct	Employee Notice	
10/17/2011	AC	1.04 Use of county Property & 9.03 C Misconduct, J Leaving Assigned work area, & K Misuse of Time	Employee Notice	
10/18/2011	AB	Department of Elder Affairs	Pre-D	CHARGES DROPPED
10/20/2011	AA	No infraction. Just a memo	Counseling Memo on Sick Leave	
11/2/2011	AC	9.03 M Safety Violations	Employee Notice	
11/10/2011	BA	9.03 C Misconduct	Employee Notice	
11/10/2011	AA	9.03 C Misconduct	Employee Notice	
11/14/2011	AA	Department of Elder Affairs	PRE-D	CHARGES DROPPED
11/22/2011	AA	9.03 B Insubordination., C. Misconduct, G. Fraud or Dishonesty	PRE-D	TERMINATION
12/5/2011	AB	9.03 B Insubordination	Employee Notice	

12/5/2011	AC	9.03 P Incompetence or Inefficiency	Employee Notice	
12/12/2011	AB	9.03 P Incompetence or Inefficiency	Employee Notice	
12/12/2011	AB	9.03 A Willful or Repeated violations of County, State or Federal Law or of policies and procedures, B Insubordination, G Fraud or Dishonesty & P Incompetence Or Inefficiency	Employee Notice	
12/13/2011	AB	9.03 I. Tardiness	Employee Notice	
12/14/2011	AC	SOP Sect 103.03 - Outside Employment, & PPP Section 1.03 A Outside employment., & 9.03 G. Fraud or Dishonesty, H Absenteeism or Abuse of Sick Leave., L. Abuse of County Policies and Procedures	Pre-D	TERMINATION
12/14/2011	BA	9.03 B Insubordination J Leaving Assigned Work Area, I Tardiness	Employee Notice	
12/17/2011	AA	9.03 O. Malicious or Negligent Destruction of Property	Employee Notice	
12/20/2011	AA	9.03 C Misconduct	Employee Notice	
12/20/2011	AC	9.03 I. Tardiness	Employee Notice	
1/6/2012	AB	9.03 A Willful or repeated violations of County, State or Federal law or of these policies and procedures., B. Insubordination , G. Fraud or Dishonesty, P Incompetence or Inefficiency	PRE-D	TERMINATION
1/11/2012	AC	9.03 B. Insubordination, C. Misconduct, P. Incompetence or Inefficiency	PRE-D	TERMINATION
1/11/2012	AC	9.03 I. Tardiness	Employee Notice	
1/31/2012	AA	9.03 B. Insubordination & C. Misconduct	Pre-D	TERMINATION
2/3/2012	BA	9.03 B. Insubordination, C. Misconduct, G. Fraud or Dishonesty	Pre-D	SUSP WITHOUT PAY
2/13/2012	AC	9.03 H. Absenteeism or Abuse of Sick Leave L. Abuse of County Policies and Procedures	Employee Notice	
2/15/2012	AA	9.03 C Misconduct	Employee Notice	
2/15/2012	AA	9.03 C Misconduct	Employee Notice	
2/16/2012	AB	9.03 C Misconduct	Employee Notice	
2/17/2012	AC	9.03 H Absenteeism or Abuse of Sick Leave. L Abuse of County Policies and Procedures.	Employee Notice	

2/17/2012	AA	9.03 P. Incompetence or Inefficiency	Employee Notice	
2/19/2012	BB	9.03 P Incompetence or Inefficiency	Employee Notice	
3/2/2012	AA	9.03 P Incompetence or Inefficiency	Pre-D	TERMINATION
3/14/2012	BE	9.03 P Incompetence or Inefficiency	Employee Notice	
3/22/2012	AA	9.03 L. Abuse of County Policies & Procedures	Employee Notice	
3/27/2012	AA	9.03 H Absenteeism or Abuse of Sick Leave, I Tardiness - 7.03 A Medical Justification MCFR SOP 100.08 Professional Conduct & Responsibility	Employee Notice	
4/6/2012	AA	1.03 Outside employment	Employee Notice	
4/6/2012	AA	9.03 B Insubordination	Employee Notice	
4/9/2012	AA	SOP 805.01 Radio Procedures	Employee Notice	
4/10/2012	AA	9.03 P Incompetence Inefficiency	Employee Notice	
4/12/2012	AA	9.03 B - Insubordination	Pre-d never held employee resigned effective 04/12/12	
4/18/2012	AA	9.03 B. Insubordination and C. Misconduct	Employee Notice	
4/19/2012	AA	9.03 P Incompetence or Inefficiency	Employee Notice	
4/21/2012	AC	MCFR SOP 805.01 Radio Procedures	Employee Notice	
4/30/2012	AC	9.03 C Misconduct	Employee Notice	
5/7/2012	AA	9.03 C Misconduct MCPPP Section 17 - VIWP MCFR SOP 1008.08 - Professional Conduct & Responsibility	Employee Notice	
5/24/2012	BA	9.03 L Leaving Assigned work area	Employee Notice	
5/29/2012	AA	9.03 C Misconduct	Employee Notice	This Employee Notice was voided Kevin Wilson deemed charges were unfounded.
6/2/2012	AA	9.03 I Tardiness	Employee Notice	

6/13/2012	AC	7.03 Medical Justification, 9.03 B Insubordination, SOPs - 100.13 Sick Leave Section II Standard B, 100.16 State Licenses and Certifications, 103.07 Professional Expectations, 403.01 Vehicle Driver Qualifications, 403.03 Emergency Vehicle Operating Guidelines, 403.07 Accidents and Violations	Pre-d	Termination
7/3/2012	BA	9.03 P. Incompetence or Inefficiency	Employee Notice	
7/9/2012	AC	9.03 K. Misuse of Time	Employee Notice	
7/11/2012	BA	9.03 P Incompetence or Inefficiency	Employee Notice	
7/12/2012	AA	9.03 G Fraud or dishonesty	Employee Notice	
7/23/2012	AA	9.03 B. Insubordination	Employee Notice	
8/3/2012	AA	9.03 M. Safety	Employee Notice	
8/20/2012	AC	9.03 I Tardiness	Employee Notice	
8/21/2012	AA	9.03 L. Abuse of County Policies & Procedures	Employee Notice	
9/17/2012	AE	9.03 B Insubordination 9.03 C Misconduct	Employee Notice	
10/11/2012	BA	9.03 B - Insubordination	Employee Notice	
10/19/2012	AA	S.O.P.100.08 Sec L - Insubordination; S.O.P. 402.04 Sec. V - fit test; S.O.P. 103.07 Sec. P. - Professional Expectation	Employee Notice	Written Reprimand
1/11/2013	AA	9.03 C Misconduct	Employee Notice	
1/30/2013	BA	9.03 A Standards of Employment, 9.03 C Misconduct, 9.03 K Misuse of time	Employee Notice	
3/15/2013	BB	9.03 B insubordination, 9.03 C misconduct, 17.02 Violence in the Workplace	Employee Notice	
4/5/2013	BC	9.03 P Incompetence or Inefficiency - Inability or failure to perform work of an acceptable standard after a reasonable trial and training period	Employee Notice	
4/18/2013	AC	9.01 I- Tardiness	Employee Notice, 1 day suspension without pay	

4/18/2013	AC	9.03 I - Tardiness	Employee Notice, 1 day suspension without pay	
4/19/2013	AA`	9.03 C Misconduct	Employee Notice, Will watch diversity video 2 times	
4/19/2013	AC	9.03 B - Insubordination 9.03 C - Misconduct	Employee Notice	
4/25/2013	BA	9.03 C - Misconduct	Employee Notice	
5/7/2013	AB	9.03 failure to come to work on scheduled day	Employee Notice	
5/7/2013	AA	9.03 P Standards of Employment	Written Oral Warning	
5/7/2013	AA	9.03 P Standards of Employment	Written Oral Warning	
5/8/2013	AA	9.03 C - Misconduct	Verbal Warning	
5/8/2013	AC	9.03 C - Misconduct, 9.09 K- Misuse of time, 9.03 L - Abuse of county and fleet policies and procedures - misuse of county computers internet	Oral Warning	
6/17/2013	BA	9.03 B Misconduct	Oral Warning	
7/25/2013	AA	9.03 A - no response, 9.03 B - refusal to respond, 9.03 C - rudeness to public, co-workers and supervisor, 7.03 - Medical Justif	Written Warning	
7/31/2013	AA	16.03 appearance and proper attire	Written Warning	
8/5/2013	BA	9.03 C Misconduct	Oral Warning	
8/20/2013	BA	9.03 H Abuse of Sick leave and failure to return to work promptly upon expiration of approved Vacation Leave	Denied paid sick leave	
8/30/2013	BC	9.03 P Incompetence Inefficiency	Written Warning	

**The number of individuals applying for employment by race sex, and national origin
(includes new applicants, promotional opportunities and resubmittals)
9/1/11 – 8/30/13**

RACE/SEX/NATIONAL ORIGIN	# OF APPLICANTS
White Male, Non-Hispanic	531
Black Male , Non-Hispanic	59
White Male , Hispanic	97
Black Male, Hispanic	3
Asian or Pacific Islander, Male	7
American Indian , Male	0
White Female, Non-Hispanic	226
Black Female , Non-Hispanic	33
White Female , Hispanic	61
Black Female, Hispanic	1
Asian or Pacific Islander, Female	1
American Indian , Female	0

**Number of active employees in each job category by race sex, and national origin
As of 9/1/13**

EEO Code:

AA White Male, Non-Hispanic	AB Black Male, Non-Hispanic	AC White Male, Hispanic
AD Black Male, Hispanic	AE Asian or Pacific Islander Male	AF American Indian Male
BA White Female, Non-Hispanic	BB Black Female, Non-Hispanic	AC White Female, Hispanic
BD Black Female, Hispanic	BE Asian or Pacific Islander Female	BF American Indian Female

Position Title	Annual Salary	Hours per Week	Employment Status	EEO	Job Class
ADMINISTRATOR BUILDING & PARKS & BEACHES	\$61,372.47	40	Full Time - Salary - Set Hours	AA	Craft Workers
ADMINISTRATOR BUILDING & PARKS & BEACHES	\$57,012.25	40	Full Time - Salary - Set Hours	AA	Professionals
ADMINISTRATOR BUILDING MAINTENANCE	\$64,430.19	40	Full Time - Salary - Set Hours	AA	Professionals
AIRPORT FIRE RESCUE CAPTAIN	\$62,379.38		27 day work period	AA	Service Workers
AIRPORT FIRE RESCUE CAPTAIN	\$58,166.69		27 day work period	AA	Service Workers
AIRPORT MAINTENANCE TECHNICIAN	\$33,623.96	40	Full Time - Salary - Set Hours	AA	Craft Workers
AIRPORT MAINTENANCE TECHNICIAN	\$33,623.96	40	Full Time - Salary - Set Hours	AA	Craft Workers
AIRPORT SYSTEMS TECHNICIAN	\$58,922.14	40	Full Time - Hourly - Set Hours	AA	Technicians
ASSISTANT COUNTY ATTORNEY - LITIGATOR	\$114,678.90	40	Full Time - Salary - Set Hours	AA	Professionals
ASSISTANT COUNTY ATTORNEY III	\$104,500.00	40	Full Time - Salary - Set Hours	AA	Professionals
ASSISTANT DIRECTOR OF AIRPORTS	\$95,000.00	40	Full Time - Salary - Set Hours	AA	Professionals
ASSISTANT FIRE MARSHAL	\$66,462.42	40	Full Time - Salary - Set Hours	AA	Professionals
ASSISTANT LIBRARY TECHNICAL SERVICES	\$38,176.32	40	Full Time - Salary - Set Hours	AA	Administrative Support
ASSISTANT LIBRARY TECHNICAL SERVICES	\$38,154.48	40	Full Time - Salary - Set Hours	AA	Administrative Support
ASSISTANT SPECIALIST TRUSTEE PROGRAM	\$29,967.64	40	Full Time - Salary - Set Hours	AA	Service Workers
ASSISTANT SPECIALIST TRUSTEE PROGRAM	\$33,738.81	40	Full Time - Salary - Set Hours	AA	Craft Workers
ASSISTANT SPECIALIST TRUSTEE PROGRAM	\$28,540.61	40	Full Time - Salary - Set Hours	AA	Service Workers
ASSISTANT SUPERINTENDENT	\$31,394.92	40	Full Time - Salary - Set Hours	AA	Administrative Support
ATTENDANT	\$31,394.92	40	Full Time - Salary - Set Hours	AA	Service Workers
BIOLOGIST	\$45,950.26	40	Full Time - Salary - Set Hours	AA	Professionals
BIOLOGIST	\$43,762.15	40	Full Time - Salary - Set Hours	AA	Professionals
BIOLOGIST	\$52,423.96	40	Full Time - Salary - Set Hours	AA	Professionals
BUILDING INSPECTOR I	\$50,189.55	40	Full Time - Salary - Set Hours	AA	Professionals
BUILDING INSPECTOR II	\$57,181.90	40	Full Time - Salary - Set Hours	AA	Professionals
BUILDING INSPECTOR II	\$58,067.10	40	Full Time - Salary - Set Hours	AA	Professionals
BUILDING INSPECTOR II	\$60,429.60	40	Full Time - Salary - Set Hours	AA	Professionals
CASE MANAGER	\$39,887.70	40	Full Time - Salary - Set Hours	AA	Administrative Support
CIP ADMINISTRATOR AND INSPECTOR	\$54,581.32	40	Full Time - Salary - Set Hours	AA	Professionals
COMPREHENSIVE PLANNING MANAGER	\$68,250.00	40	Full Time - Salary - Set Hours	AA	Professionals
COORDINATOR ELECTRONICS	\$49,530.27	40	Full Time - Salary - Set Hours	AA	Craft Workers
COORDINATOR ENVIRONMENTAL	\$39,887.69	40	Full Time - Salary - Set Hours	AA	Operatives
COUNTY ADMINISTRATOR	\$185,040.00	40	Contractual	AA	Professionals
COUNTY ATTORNEY	\$175,000.00	40	Contractual	AA	Professionals
DATABASE ADMINISTRATOR	\$58,919.91	40	Full Time - Salary - Set Hours	AA	Professionals
DIRECTOR FLEET MANAGEMENT	\$88,380.49	37.5	Full Time - Salary - Set Hours	AA	Professionals
DIRECTOR INFORMATION TECHNOLOGY	\$80,695.11	40	Full Time - Salary - Set Hours	AA	Professionals
DIRECTOR MARINE AGENT	\$17,920.00	37.5	Contractual	AA	Professionals
DIRECTOR MIDDLE KEYS OPERATIONS	\$76,244.76	40	Full Time - Salary - Set Hours	AA	Professionals
DIRECTOR OF PROJECT MANAGEMENT	\$69,750.93	40	Full Time - Salary - Set Hours	AA	Professionals
DIRECTOR OF PROJECT MANAGEMENT	\$80,000.00	40	Full Time - Salary - Set Hours	AA	Professionals
DIRECTOR OF PUBLIC WORKS	\$118,412.49	37.5	Full Time - Salary - Set Hours	AA	Professionals

DIRECTOR VETERANS AFFAIRS	\$61,865.91	40	Full Time - Salary - Set Hours	AA	Professionals
DIVISION DIRECTOR PUBLIC WORKS / ENGINEERING	\$95,984.15	40	Full Time - Salary - Set Hours	AA	Professionals
ELECTRICAL INSPECTOR	\$52,500.00	40	Full Time - Salary - Set Hours	AA	Professionals
ELECTRICAL INSPECTOR	\$62,403.50	40	Full Time - Salary - Set Hours	AA	Professionals
ELECTRICIAN	\$41,343.38	40	Full Time - Salary - Set Hours	AA	Craft Workers
EMERGENCY MANAGEMENT SR PLANNER	\$57,035.68	40	Full Time - Salary - Set Hours	AA	Professionals
EMT DRIVER	\$51,556.40		27 day work period	AA	Technicians
EQUIPMENT OPERATOR	\$39,956.60	40	Full Time - Salary - Set Hours	AA	Craft Workers
EXECUTIVE ADMINISTRATOR	\$54,036.00	40	Full Time - Salary - Set Hours	AA	Professionals
FACILITIES MAINTENANCE TECHNICIAN	\$32,964.67	40	Full Time - Salary - Set Hours	AA	Craft Workers
FIRE CHIEF/DIVISION DIRECTOR EMERGENCY SERVICES	\$118,412.44	40	Full Time - Salary - Set Hours	AA	Professionals
FIRE RESCUE BATTALION CHIEF	\$72,986.67		27 day work period	AA	Service Workers
FIRE RESCUE BATTALION CHIEF	\$77,169.32		27 day work period	AA	Service Workers
FIRE RESCUE BATTALION CHIEF	\$77,169.32		27 day work period	AA	Service Workers
FIRE RESCUE BATTALION CHIEF	\$89,633.36	40	Full Time - Salary - Set Hours	AA	Service Workers
FIRE RESCUE BATTALION CHIEF	\$70,153.93	40	Full Time - Salary - Set Hours	AA	Service Workers
FIRE RESCUE BATTALION CHIEF	\$81,027.79	40	Full Time - Salary - Set Hours	AA	Service Workers
FIRE RESCUE CAPTAIN	\$79,572.70	40	Full Time - Salary - Set Hours	AA	Service Workers
FIRE RESCUE CAPTAIN (TRAINING)	\$53,167.56	40	Full Time - Salary - Set Hours	AA	Service Workers
FIRE RESCUE DEPUTY CHIEF-OPERATIONS	\$102,966.68	40	Full Time - Salary - Set Hours	AA	Service Workers
FIRE RESCUE LIEUTENANT	\$47,894.39		27 day work period	AA	Service Workers
FIRE RESCUE LIEUTENANT	\$65,497.98		27 day work period	AA	Service Workers
FIRE RESCUE LIEUTENANT	\$57,543.22		27 day work period	AA	Service Workers
FIRE RESCUE LIEUTENANT	\$65,497.99		27 day work period	AA	Service Workers
FIRE RESCUE LIEUTENANT	\$65,497.99		27 day work period	AA	Service Workers
FIRE RESCUE LIEUTENANT	\$65,497.98		27 day work period	AA	Service Workers
FIRE RESCUE LIEUTENANT	\$49,541.48		27 day work period	AA	Service Workers
FIRE RESCUE LIEUTENANT	\$65,497.98		27 day work period	AA	Service Workers
FIRE RESCUE LIEUTENANT (FF PARAMEDIC)	\$56,696.19		27 day work period	AA	Service Workers
FIRE RESCUE LIEUTENANT FLIGHT STATUS QUALIFIED	\$52,599.58		27 day work period	AA	Service Workers
FIRE RESCUE LIEUTENANT INFECTION CONTROL OFFICER	\$67,168.90		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$56,708.22		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$54,803.06		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$52,897.91		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$49,087.61		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$56,708.22		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$39,561.86		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$56,708.22		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$56,708.22		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$39,561.86		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$56,708.22		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$43,518.04		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$43,518.04		27 day work period	AA	Service Workers

FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$47,709.37		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$47,894.39		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$43,518.04		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$62,379.04		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$47,894.39		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC FLIGHT STATUS QUALIFIED	\$47,894.39		27 day work period	AA	Service Workers
FOREMAN PARKS & BEACHES MAINTENANCE	\$31,394.92	40	Full Time - Salary - Set Hours	AA	Craft Workers
FOREMAN PLUMBING	\$51,840.58	40	Full Time - Salary - Set Hours	AA	Craft Workers
FOREMAN ROADS & BRIDGES	\$42,962.96	40	Full Time - Salary - Set Hours	AA	Craft Workers
GIS SERVER ADMINISTRATOR & SYSTEMS ANALYST	\$57,765.96	40	Full Time - Salary - Set Hours	AA	Professionals
HEAVY EQUIPMENT OPERATOR	\$31,394.92	40	Full Time - Salary - Set Hours	AA	Craft Workers
HEAVY EQUIPMENT OPERATOR	\$32,964.67	40	Full Time - Salary - Set Hours	AA	Craft Workers
HEAVY EQUIPMENT OPERATOR	\$37,113.00	40	Full Time - Salary - Set Hours	AA	Craft Workers
HEAVY EQUIPMENT OPERATOR	\$32,964.67	40	Full Time - Salary - Set Hours	AA	Craft Workers
HEAVY EQUIPMENT OPERATOR	\$34,316.22	40	Full Time - Salary - Set Hours	AA	Craft Workers
INDIGENCE EXAMINER	\$52,423.96	40	Full Time - Salary - Set Hours	AA	Professionals
LANDFILL OPERATOR	\$31,394.92	40	Full Time - Salary - Set Hours	AA	Operatives
LANDFILL OPERATOR	\$34,533.66	40	Full Time - Salary - Set Hours	AA	Operatives
LANDFILL OPERATOR	\$37,114.12	40	Full Time - Salary - Set Hours	AA	Operatives
LEAD CUSTODIAN MAINTENANCE WORKER	\$24,710.95	40	Full Time - Salary - Set Hours	AA	Laborers & Helpers Service - Maintenance
LEAD MECHANIC	\$60,393.95	40	Full Time - Salary - Set Hours	AA	Craft Workers
LIBRARIAN	\$53,183.59	37.5	Full Time - Salary - Set Hours	AA	Professionals
LIBRARY ASSISTANT	\$15,693.60	20	Part Time - Salary - Set Hours	AA	Administrative Support
LIBRARY ASSISTANT	\$23,540.40	30	Full Time - Hourly - Set Hours	AA	Administrative Support
LIBRARY ASSISTANT	\$31,394.92	40	Full Time - Hourly - Set Hours	AA	Administrative Support
LIBRARY ASSISTANT	\$39,489.33	40	Full Time - Salary - Set Hours	AA	Administrative Support
LIBRARY ASSISTANT	\$32,964.67	40	Full Time - Salary - Set Hours	AA	Administrative Support
LIBRARY ASSISTANT	\$34,590.40	40	Full Time - Hourly - Set Hours	AA	Administrative Support
MAINTENANCE MECHANIC	\$27,242.83	40	Full Time - Salary - Set Hours	AA	Laborers & Helpers
MAINTENANCE MECHANIC	\$34,992.23	40	Full Time - Salary - Set Hours	AA	Laborers & Helpers
MAINTENANCE MECHANIC - PARKS & BEACHES	\$32,132.21	40	Full Time - Salary - Set Hours	AA	Laborers & Helpers
MAINTENANCE MECHANIC - PARKS & BEACHES	\$28,359.79	40	Full Time - Salary - Set Hours	AA	Laborers & Helpers
MAINTENANCE WORKER	\$33,814.90	40	Full Time - Salary - Set Hours	AA	Craft Workers
MAINTENANCE WORKER	\$36,324.52	40	Full Time - Salary - Set Hours	AA	Craft Workers
MAINTENANCE WORKER	\$24,710.95	40	Full Time - Salary - Set Hours	AA	Laborers & Helpers
MAINTENANCE WORKER	\$24,710.95	40	Full Time - Salary - Set Hours	AA	Craft Workers
MAINTENANCE WORKER - PARKS & BEACHES	\$12,972.96	21	Part Time - Salary - Set Hours	AA	Craft Workers
MAINTENANCE WORKER - PARKS & BEACHES	\$29,211.63	40	Full Time - Salary - Set Hours	AA	Craft Workers
MAINTENANCE WORKER - PARKS & BEACHES	\$24,710.95	40	Full Time - Salary - Set Hours	AA	Craft Workers
MAINTENANCE WORKER III	\$45,857.61	40	Full Time - Salary - Set Hours	AA	Craft Workers
MAINTENANCE WORKER III	\$37,988.28	40	Full Time - Salary - Set Hours	AA	Craft Workers

MANAGER BRANCH LIBRARY	\$57,756.54	40	Full Time - Salary - Set Hours	AA	Professionals
MASTER ELECTRICIAN	\$59,640.36	40	Full Time - Salary - Set Hours	AA	Technicians
MASTER MECHANIC/GENERATOR TECHNICIAN	\$45,007.79	40	Full Time - Salary - Set Hours	AA	Craft Workers
MECHANIC I	\$43,762.15	40	Full Time - Salary - Set Hours	AA	Craft Workers
MOBILE MECHANIC	\$37,988.28	40	Full Time - Salary - Set Hours	AA	Craft Workers
MOBILE MECHANIC	\$41,523.09	40	Full Time - Salary - Set Hours	AA	Craft Workers
OFFICE ASSISTANT	\$28,540.61	40	Full Time - Salary - Set Hours	AA	Service Workers
PARALEGAL GROWTH MANAGEMENT DIVISION	\$50,000.00	40	Full Time - Salary - Set Hours	AA	Administrative Support
PLANNER	\$41,678.24	40	Full Time - Salary - Set Hours	AA	Professionals
PLANNER	\$41,678.24	40	Full Time - Salary - Set Hours	AA	Professionals
PLANNING & DEVELOPMENT REVIEW MANAGER	\$68,250.00	40	Full Time - Salary - Set Hours	AA	Professionals
PLANS EXAMINER	\$60,000.00	40	Full Time - Salary - Set Hours	AA	Professionals
PLANS EXAMINER	\$66,996.04	40	Full Time - Salary - Set Hours	AA	Professionals
PLUMBING MECHANICAL INSPECTOR	\$60,041.00	40	Full Time - Salary - Set Hours	AA	Professionals
PLUMBING MECHANICAL INSPECTOR	\$59,876.25	40	Full Time - Salary - Set Hours	AA	Professionals
RADIOLOGICAL EMERGENCY PREPAREDNESS ADMINISTRATOR	\$52,500.00	40	Full Time - Salary - Set Hours	AA	Professionals
SAFETY OFFICER	\$18,990.40	20	Part Time - Salary - Set Hours	AA	Administrative Support
SERVER ADMINISTRATOR	\$62,156.90	40	Full Time - Salary - Set Hours	AA	Professionals
SERVICE MECHANIC	\$36,260.34	40	Full Time - Salary - Set Hours	AA	Craft Workers
SIGN TECHNICIAN INSTALLER	\$48,348.38	40	Full Time - Salary - Set Hours	AA	Craft Workers
SPECIALIST BUILDING MAINTENANCE	\$50,256.98	40	Full Time - Salary - Set Hours	AA	Craft Workers
SPECIALIST BUILDING MAINTENANCE	\$50,075.20	40	Full Time - Salary - Set Hours	AA	Craft Workers
SR ADMINISTRATOR CODE COMPLIANCE	\$74,000.00	40	Full Time - Salary - Set Hours	AA	Service Workers
SR ADMINISTRATOR ENVIRONMENTAL RESOURCES	\$68,250.00	40	Full Time - Salary - Set Hours	AA	Professionals
SR ADMINISTRATOR GIS	\$61,755.43	40	Full Time - Salary - Set Hours	AA	Professionals
SR ADMINISTRATOR MARINE RESOURCES	\$69,099.96	40	Full Time - Salary - Set Hours	AA	Professionals
SR COORDINATOR AIRPORT	\$53,561.04	40	Full Time - Salary - Set Hours	AA	Craft Workers
SR COORDINATOR COUNTY ATTORNEY	\$51,584.39	40	Full Time - Salary - Set Hours	AA	Administrative Support
SR COORDINATOR FLOODPLAIN	\$51,112.50	40	Full Time - Salary - Set Hours	AA	Professionals
SR DIRECTOR AIRPORTS	\$101,355.62	40	Full Time - Salary - Set Hours	AA	Professionals
SR DIRECTOR BUILDING OFFICIAL	\$85,500.00	40	Full Time - Salary - Set Hours	AA	Professionals
SR DIRECTOR PLANNING AND ENVIRONMENTAL RESOURCES	\$102,375.00	40	Full Time - Salary - Set Hours	AA	Professionals
SR DIRECTOR STRATEGIC PLANNING	\$97,000.00	40	Full Time - Salary - Set Hours	AA	Professionals
SR LEAD MECHANIC	\$61,127.90	40	Full Time - Salary - Set Hours	AA	Craft Workers
SR LIBRARY ASSISTANT BRANCH	\$41,461.06	40	Full Time - Salary - Set Hours	AA	Professionals
SR PROJECT ADMINISTRATOR	\$63,032.23	40	Full Time - Salary - Set Hours	AA	Professionals
SR PROJECT MANAGEMENT/WASTEWATER TECHNICIAN	\$41,768.24	40	Full Time - Salary - Set Hours	AA	Professionals
SR SYSTEMS ANALYST	\$55,496.98	40	Full Time - Salary - Set Hours	AA	Professionals
SR SYSTEMS ANALYST	\$52,514.58	40	Full Time - Salary - Set Hours	AA	Professionals
SR SYSTEMS ANALYST	\$41,882.07	40	Full Time - Salary - Set Hours	AA	Professionals
SR TECHNICIAN MAINTENANCE	\$54,043.95	40	Full Time - Salary - Set Hours	AA	Craft Workers
SR TECHNICIAN MAINTENANCE	\$48,348.38	40	Full Time - Salary - Set Hours	AA	Craft Workers
SR TECHNICIAN MAINTENANCE - AIRPORT	\$39,764.09	40	Full Time - Salary - Set Hours	AA	Craft Workers
SR TECHNICIAN MAINTENANCE ELECTRIC	\$36,260.34	40	Full Time - Salary - Set Hours	AA	Craft Workers
SR TECHNICIAN POLLUTION CONTROL	\$34,533.66	40	Full Time - Salary - Set Hours	AA	Craft Workers
SR TECHNICIAN POLLUTION CONTROL	\$48,379.52	40	Full Time - Salary - Set Hours	AA	Craft Workers
STAFF ASSISTANT	\$32,947.20	40	Full Time - Salary - Set Hours	AA	Administrative Support
SUPERINTENDENT CARD SOUND OPERATIONS	\$41,882.02	40	Full Time - Salary - Set Hours	AA	Operatives
SUPERINTENDENT MAINTENANCE CORRECTIONS	\$37,988.28	40	Full Time - Salary - Set Hours	AA	Craft Workers
SUPERVISOR CONSTRUCTION INSPECTOR	\$48,202.00	40	Full Time - Salary - Set Hours	AA	Technicians
SUPERVISOR FACILITIES MAINTENANCE	\$41,678.24	40	Full Time - Salary - Set Hours	AA	Craft Workers

SUPERVISOR ROADS & BRIDGES	\$55,000.00	40	Full Time - Salary - Set Hours	AA	Craft Workers
SUPERVISOR ROADS & BRIDGES	\$55,000.00	40	Full Time - Salary - Set Hours	AA	Craft Workers
SUPERVISOR SOLID WASTE/RECYCLING	\$55,656.54	40	Full Time - Salary - Set Hours	AA	Operatives
TOLL COLLECTOR	\$10,501.92	17	Part Time - Salary - Set Hours	AA	Operatives
TOLL COLLECTOR	\$16,216.20	25	Part Time - Hourly - No Set Hours	AA	Operatives
TOLL COLLECTOR	\$16,211.00	25	Part Time - Salary - Set Hours	AA	Operatives
TOLL COLLECTOR	\$15,444.00	25	Part Time - Hourly - Set Hours	AA	Operatives
TOLL COLLECTOR	\$30,638.40	40	Full Time - Salary - Set Hours	AA	Operatives
TOLL COLLECTOR	\$36,802.46	40	Full Time - Salary - Set Hours	AA	Operatives
TOLL COLLECTOR	\$25,945.92	40	Full Time - Salary - Set Hours	AA	Operatives
TRANSPORTATION DRIVER	\$23,003.34	30	Full Time - Salary - Set Hours	AA	Operatives
TRANSPORTATION DRIVER	\$20,425.86	30	Full Time - Salary - Set Hours	AA	Operatives
TRANSPORTATION DRIVER	\$30,614.22	35	Full Time - Salary - Set Hours	AA	Operatives
TRANSPORTATION DRIVER	\$25,550.07	35	Full Time - Salary - Set Hours	AA	Operatives
TV MULTIMEDIA TECHNICIAN	\$38,073.36	40	Full Time - Salary - Set Hours	AA	Professionals
VETERANS SERVICE COUNSELOR	\$39,879.84	40	Full Time - Salary - Set Hours	AA	Professionals
WEIGHMASTER	\$38,421.57	40	Full Time - Salary - Set Hours	AA	Operatives
WEIGHMASTER	\$40,864.03	40	Full Time - Salary - Set Hours	AA	Operatives
COORDINATOR EQUAL EMPLOYMENT	\$39,889.20	30	Full Time - Salary - Set Hours	AB	Administrative Support
EQUIPMENT OPERATOR	\$42,842.67	40	Full Time - Salary - Set Hours	AB	Craft Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AB	Service Workers
FOREMAN ROADS & BRIDGES	\$44,458.75	40	Full Time - Salary - Set Hours	AB	Craft Workers
HEAVY EQUIPMENT OPERATOR	\$31,394.92	40	Full Time - Salary - Set Hours	AB	Craft Workers
LEAD CUSTODIAN MAINTENANCE MECHANIC	\$38,948.24	40	Full Time - Salary - Set Hours	AB	Laborers & Helpers
LEAD MECHANIC	\$43,762.15	40	Full Time - Salary - Set Hours	AB	Craft Workers
MAINTENANCE MECHANIC	\$25,946.50	40	Full Time - Salary - Set Hours	AB	Laborers & Helpers
MAINTENANCE WORKER	\$37,127.44	40	Full Time - Salary - Set Hours	AB	Craft Workers
MAINTENANCE WORKER	\$27,242.83	40	Full Time - Salary - Set Hours	AB	Craft Workers
MAINTENANCE WORKER	\$27,242.83	40	Full Time - Salary - Set Hours	AB	Craft Workers
MAINTENANCE WORKER	\$34,595.32	40	Full Time - Salary - Set Hours	AB	Craft Workers
SR COORDINATOR TV MULTIMEDIA	\$48,247.77	40	Full Time - Salary - Set Hours	AB	Professionals
SR LANDSCAPER	\$39,956.60	40	Full Time - Salary - Set Hours	AB	Laborers & Helpers
SR NETWORK ANALYST	\$41,882.07	40	Full Time - Salary - Set Hours	AB	Professionals
TRANSPORTATION DRIVER	\$23,830.17	35	Full Time - Salary - Set Hours	AB	Operatives
TRANSPORTATION DRIVER	\$25,945.55	40	Full Time - Salary - Set Hours	AB	Operatives
WEIGHMASTER	\$34,533.66	40	Full Time - Salary - Set Hours	AB	Operatives
AIRPORT FIRE RESCUE CAPTAIN	\$58,166.69		27 day work period	AC	Service Workers
AIRPORT MAINTENANCE TECHNICIAN	\$33,623.96	40	Full Time - Salary - Set Hours	AC	Craft Workers
ASSISTANT AIRPORT MAINTENANCE	\$32,965.00	40	Full Time - Salary - Set Hours	AC	Craft Workers
ASSISTANT COUNTY ATTORNEY III	\$101,272.50	40	Full Time - Salary - Set Hours	AC	Professionals
ASSISTANT SPECIALIST TRUSTEE PROGRAM	\$28,540.61	40	Full Time - Salary - Set Hours	AC	Service Workers
ASSISTANT SPECIALIST TRUSTEE PROGRAM	\$28,540.61	40	Full Time - Salary - Set Hours	AC	Service Workers
ASSISTANT SPECIALIST TRUSTEE PROGRAM I	\$29,967.64	40	Full Time - Salary - Set Hours	AC	Service Workers
COORDINATOR ROADS & BRIDGES	\$37,988.28	40	Full Time - Salary - Set Hours	AC	Craft Workers
CUSTODIAN	\$22,582.56	40	Full Time - Salary - Set Hours	AC	Service Workers
CUSTODIAN	\$21,507.20	40	Full Time - Salary - Set Hours	AC	Service Workers
CUSTODIAN - BAYSHORE MANOR	\$24,213.70	40	Full Time - Salary - Set Hours	AC	Service Workers
EMERGENCY MANAGEMENT SR PLANNER	\$50,660.18	40	Full Time - Salary - Set Hours	AC	Professionals
FACILITIES MAINTENANCE TECHNICIAN	\$38,737.16	40	Full Time - Salary - Set Hours	AC	Craft Workers
FACILITIES MAINTENANCE TECHNICIAN	\$33,039.32	40	Full Time - Salary - Set Hours	AC	Craft Workers
FIRE RESCUE LIEUTENANT	\$47,894.39		27 day work period	AC	Service Workers
FIRE RESCUE LIEUTENANT	\$50,094.84		27 day work period	AC	Service Workers
FIRE RESCUE LIEUTENANT	\$57,543.20		27 day work period	AC	Service Workers
FIRE RESCUE LIEUTENANT	\$64,151.94		27 day work period	AC	Service Workers
FIRE RESCUE LIEUTENANT	\$47,894.39		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$45,613.70		27 day work period	AC	Service Workers

FIREFIGHTER EMT	\$37,604.54		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$41,467.01		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$41,467.01		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$39,561.86		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$41,467.01		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$47,894.39		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$43,518.04		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$43,518.04		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$42,422.38		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$54,495.74		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC FLIGHT STATUS QUALIFIED	\$47,894.39		27 day work period	AC	Service Workers
FOREMAN FACILITIES MAINTENANCE	\$33,816.13	40	Full Time - Salary - Set Hours	AC	Craft Workers
FOREMAN PAINTING	\$48,348.38	40	Full Time - Salary - Set Hours	AC	Craft Workers
FOREMAN PARKS & BEACHES MAINTENANCE	\$36,032.03	40	Full Time - Salary - Set Hours	AC	Laborers & Helpers
INSPECTOR CODE COMPLIANCE	\$43,762.15	40	Full Time - Salary - Set Hours	AC	Service Workers
LEAD CUSTODIAN MAINTENANCE MECHANIC	\$27,242.83	40	Full Time - Salary - Set Hours	AC	Laborers & Helpers
LIBRARY ASSISTANT	\$32,964.67	40	Full Time - Salary - Set Hours	AC	Administrative Support
LIBRARY ASSISTANT	\$31,394.92	40	Full Time - Hourly - Set Hours	AC	Administrative Support
LOGISTICS SPECIALIST	\$51,055.45	40	Full Time - Salary - Set Hours	AC	Administrative Support
MAINTENANCE MECHANIC	\$27,242.83	40	Full Time - Salary - Set Hours	AC	Laborers & Helpers
MAINTENANCE MECHANIC	\$34,992.11	40	Full Time - Salary - Set Hours	AC	Laborers & Helpers
MAINTENANCE MECHANIC	\$30,671.10	40	Full Time - Salary - Set Hours	AC	Laborers & Helpers
MAINTENANCE MECHANIC - PARKS & BEACHES	\$34,993.49	40	Full Time - Salary - Set Hours	AC	Laborers & Helpers
MAINTENANCE WORKER	\$36,324.52	40	Full Time - Salary - Set Hours	AC	Craft Workers
MAINTENANCE WORKER	\$35,387.40	40	Full Time - Salary - Set Hours	AC	Craft Workers
MAINTENANCE WORKER	\$25,945.55	40	Full Time - Salary - Set Hours	AC	Craft Workers
MAINTENANCE WORKER - PARKS & BEACHES	\$25,946.50	40	Full Time - Salary - Set Hours	AC	Craft Workers
MAINTENANCE WORKER - PARKS & BEACHES	\$33,327.13	40	Full Time - Salary - Set Hours	AC	Craft Workers
MAINTENANCE WORKER - PARKS & BEACHES	\$29,377.64	40	Full Time - Salary - Set Hours	AC	Craft Workers
MAINTENANCE WORKER - PARKS & BEACHES	\$34,595.32	40	Full Time - Salary - Set Hours	AC	Craft Workers
MAINTENANCE WORKER - PARKS & BEACHES	\$32,206.51	40	Full Time - Salary - Set Hours	AC	Craft Workers
MOBILE MECHANIC	\$53,183.59	40	Full Time - Salary - Set Hours	AC	Craft Workers
OFFICE ASSISTANT	\$41,467.01	40	27 day work period	AC	Service Workers

PLANNING & BIOLOGICAL PLANS EXAMINER SUPERVISOR	\$54,000.00	40	Full Time - Salary - Set Hours	AC	Professionals
SERVICE MECHANIC	\$36,260.34	40	Full Time - Salary - Set Hours	AC	Craft Workers
SERVICE MECHANIC	\$38,879.76	40	Full Time - Salary - Set Hours	AC	Craft Workers
SPECIALIST BUILDING MAINTENANCE	\$38,879.43	40	Full Time - Salary - Set Hours	AC	Craft Workers
SR PLUMBER	\$34,612.90	40	Full Time - Salary - Set Hours	AC	Craft Workers
SR TECHNICIAN POLLUTION CONTROL	\$46,574.81	40	Full Time - Salary - Set Hours	AC	Craft Workers
SR TECHNICIAN POLLUTION CONTROL	\$48,348.38	40	Full Time - Salary - Set Hours	AC	Craft Workers
TRANSPORTATION DRIVER	\$31,772.20	35	Full Time - Salary - Set Hours	AC	Operatives
VETERANS SERVICE COUNSELOR	\$39,887.69	40	Full Time - Salary - Set Hours	AC	Professionals
PAINTER	\$38,492.12	40	Full Time - Salary - Set Hours	AD	Craft Workers
TRANSPORTATION DRIVER	\$31,777.20	35	Full Time - Salary - Set Hours	AE	Operatives
ACTING ADMINISTRATOR LIBRARY HEADQUARTERS	\$52,179.98	40	Full Time - Salary - Set Hours	BA	Professionals
ACTIVE DIRECTORY ARCHITECT	\$55,843.20	40	Full Time - Salary - Set Hours	BA	Professionals
ADMINISTRATIVE ASSISTANT	\$41,975.88	40	Full Time - Salary - Set Hours	BA	Administrative Support
ADMINISTRATIVE ASSISTANT	\$34,533.66	40	Full Time - Salary - Set Hours	BA	Administrative Support
ADMINISTRATIVE ASSISTANT	\$38,073.36	40	Full Time - Salary - Set Hours	BA	Administrative Support
ADMINISTRATIVE ASSISTANT	\$34,533.66	40	Full Time - Salary - Set Hours	BA	Administrative Support
ADMINISTRATIVE ASSISTANT	\$41,975.88	40	Full Time - Salary - Set Hours	BA	Administrative Support
ADMINISTRATIVE ASSISTANT	\$47,889.65	40	Full Time - Salary - Set Hours	BA	Administrative Support
ADMINISTRATIVE ASSISTANT	\$34,533.66	40	Full Time - Salary - Set Hours	BA	Administrative Support
ADMINISTRATIVE ASSISTANT	\$36,260.34	40	Full Time - Salary - Set Hours	BA	Administrative Support
ADMINISTRATIVE ASSISTANT	\$36,985.55	40	Full Time - Salary - Set Hours	BA	Administrative Support
ADMINISTRATIVE ASSISTANT	\$39,887.69	40	Full Time - Salary - Set Hours	BA	Administrative Support
ADMINISTRATOR HUMAN RESOURCES	\$54,829.92	40	Full Time - Salary - Set Hours	BA	Professionals
ADMINISTRATOR LIBRARIES	\$67,136.16	40	Full Time - Salary - Set Hours	BA	Professionals
ADMINISTRATOR PERMITTING	\$54,439.44	40	Full Time - Salary - Set Hours	BA	Professionals
AIRPORT RESCUE FIREFIGHTER	\$39,561.85		27 day work period	BA	Service Workers
AIRPORT SECURITY COORDINATOR	\$66,596.25	40	Full Time - Salary - Set Hours	BA	Professionals
ASSISTANT COUNTY ATTORNEY II	\$79,116.00	40	Full Time - Salary - Set Hours	BA	Professionals
ASSISTANT COUNTY ATTORNEY II	\$73,368.96	40	Full Time - Salary - Set Hours	BA	Professionals
ASSISTANT COUNTY ATTORNEY III	\$101,272.50	40	Full Time - Salary - Set Hours	BA	Professionals
ASSISTANT COUNTY ATTORNEY III	\$106,522.50	40	Full Time - Salary - Set Hours	BA	Professionals
ASSISTANT COUNTY ATTORNEY III	\$95,471.25	40	Full Time - Salary - Set Hours	BA	Professionals
ASSISTANT DIRECTOR PUBLIC WORKS	\$85,328.87	40	Full Time - Salary - Set Hours	BA	Professionals
ASSISTANT ENVIRONMENTAL COORDINATOR	\$34,533.06	40	Full Time - Salary - Set Hours	BA	Operatives
ASSISTANT PLANNING DIRECTOR	\$80,000.00	40	Full Time - Salary - Set Hours	BA	Professionals
ATTENDANT	\$31,394.92	40	Full Time - Salary - Set Hours	BA	Service Workers
ATTENDANT	\$31,394.92	40	Full Time - Salary - Set Hours	BA	Service Workers
ATTENDANT	\$32,964.67	40	Full Time - Salary - Set Hours	BA	Service Workers
ATTENDANT SUPERVISOR	\$43,762.16	40	Full Time - Salary - Set Hours	BA	Service Workers
CASE MANAGER	\$50,171.76	40	Full Time - Salary - Set Hours	BA	Professionals
CASE MANAGER	\$39,887.69	40	Full Time - Salary - Set Hours	BA	Professionals
CODE COMPLIANCE RESEARCH ANALYST	\$46,058.00	40	Full Time - Salary - Set Hours	BA	Administrative Support
CONTRACT ADMINISTRATOR	\$66,123.93	40	Full Time - Salary - Set Hours	BA	Administrative Support
CONTRACT MONITOR	\$46,678.33	40	Full Time - Salary - Set Hours	BA	Administrative Support
COORDINATOR	\$52,000.96	40	Full Time - Salary - Set Hours	BA	Administrative Support
COORDINATOR IN-HOME SERVICES	\$44,242.93	40	Full Time - Salary - Set Hours	BA	Administrative Support
COORDINATOR NUTRITION SERVICES	\$37,988.28	40	Full Time - Salary - Set Hours	BA	Administrative Support
COORDINATOR SPECIAL NEEDS	\$44,074.64	40	Full Time - Salary - Set Hours	BA	Administrative Support
COORDINATOR EMPLOYEE BENEFITS	\$37,988.28	40	Full Time - Salary - Set Hours	BA	Administrative Support
CUSTOMER SERVICE REPRESENTATIVE I	\$43,193.85	40	Full Time - Salary - Set Hours	BA	Administrative Support
CUSTOMER SERVICE REPRESENTATIVE I	\$39,887.69	40	Full Time - Salary - Set Hours	BA	Administrative Support
CUSTOMER SERVICE REPRESENTATIVE I	\$39,887.67	40	Full Time - Salary - Set Hours	BA	Administrative Support
CUSTOMER SERVICE REPRESENTATIVE I	\$39,887.69	40	Full Time - Salary - Set Hours	BA	Administrative Support
CUSTOMER SERVICE REPRESENTATIVE II	\$46,290.30	40	Full Time - Salary - Set Hours	BA	Administrative Support

CUSTOMER SERVICE REPRESENTATIVE II	\$45,584.68	40	Full Time - Salary - Set Hours	BA	Administrative Support
DEPUTY COUNTY ADMINISTRATOR	\$137,862.80	40	Full Time - Salary - Set Hours	BA	Professionals
DEVELOPMENT ADMINISTRATOR	\$52,500.00	40	Full Time - Salary - Set Hours	BA	Professionals
DIRECTOR EMERGENCY MANAGEMENT	\$89,168.18	40	Full Time - Salary - Set Hours	BA	Professionals
DIRECTOR INTERGOVERNMENTAL / LEGISLATIVE AFFAIRS AND GRANTS ACQUISITION	\$89,000.00	40	Full Time - Salary - Set Hours	BA	Professionals
DIRECTOR LIBRARIES	\$86,101.98	40	Full Time - Salary - Set Hours	BA	Professionals
DIRECTOR OF ENGINEERING SERVICES	\$95,758.74	40	Full Time - Salary - Set Hours	BA	Professionals
DIRECTOR SUSTAINABILITY AND SPECIAL PROJECTS	\$90,000.00	40	Full Time - Salary - Set Hours	BA	Professionals
DIVISION DIRECTOR EMPLOYEE SERVICES	\$96,017.88	40	Full Time - Salary - Set Hours	BA	Professionals
DIVISION DIRECTOR GROWTH MANAGEMENT	\$118,412.44	40	Full Time - Salary - Set Hours	BA	Professionals
EXECUTIVE ADMINISTRATOR	\$59,549.55	40	Full Time - Salary - Set Hours	BA	Administrative Support
EXECUTIVE ASSISTANT	\$61,361.53	40	Full Time - Salary - Set Hours	BA	Administrative Support
EXECUTIVE ASSISTANT	\$62,000.00	40	Full Time - Salary - Set Hours	BA	Administrative Support
EXECUTIVE ASSISTANT	\$55,270.51	40	Full Time - Salary - Set Hours	BA	Administrative Support
EXECUTIVE ASSISTANT	\$51,055.45	40	Full Time - Salary - Set Hours	BA	Administrative Support
EXECUTIVE ASSISTANT	\$50,000.00	40	Full Time - Salary - Set Hours	BA	Administrative Support
EXECUTIVE ASSISTANT	\$58,000.00	40	Full Time - Salary - Set Hours	BA	Administrative Support
EXECUTIVE ASSISTANT	\$57,000.00	40	Full Time - Salary - Set Hours	BA	Administrative Support
EXECUTIVE ASSISTANT	\$52,000.00	40	Full Time - Salary - Set Hours	BA	Administrative Support
EXECUTIVE ASSISTANT - COUNTY ATTORNEY	\$44,815.68	40	Full Time - Salary - Set Hours	BA	Administrative Support
EXTENSION COORDINATOR	\$49,237.25	40	Full Time - Salary - Set Hours	BA	Administrative Support
FIRE RESCUE CAPTAIN EMS	\$70,539.41	40	Full Time - Salary - Set Hours	BA	Service Workers
FIRE RESCUE LIEUTENANT	\$65,497.99		27 day work period	BA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	BA	Service Workers
FIREFIGHTER PARAMEDIC	\$43,518.04		27 day work period	BA	Service Workers
FLIGHT NURSE	\$41,600.00	40	Full Time - Salary - Set Hours	BA	Professionals
FLIGHT NURSE	\$41,600.00	40	Full Time - Salary - Set Hours	BA	Professionals
FLIGHT NURSE	\$41,600.00	40	Full Time - Salary - Set Hours	BA	Professionals
HEARING REPORTER	\$36,260.34	40	Full Time - Salary - Set Hours	BA	Administrative Support
INSPECTOR CODE COMPLIANCE	\$42,178.24	40	Full Time - Salary - Set Hours	BA	Service Workers
INSPECTOR CODE COMPLIANCE	\$46,290.30	40	Full Time - Salary - Set Hours	BA	Service Workers
INSPECTOR CODE COMPLIANCE	\$45,609.20	40	Full Time - Salary - Set Hours	BA	Service Workers
INSPECTOR CODE COMPLIANCE	\$47,782.64	40	Full Time - Salary - Set Hours	BA	Service Workers
INSPECTOR CODE COMPLIANCE	\$41,678.24	40	Full Time - Salary - Set Hours	BA	Service Workers
INSPECTOR CODE COMPLIANCE	\$44,262.15	40	Full Time - Salary - Set Hours	BA	Service Workers
INSPECTOR CODE COMPLIANCE	\$41,678.24	40	Full Time - Salary - Set Hours	BA	Service Workers
LAND STEWARD	\$48,730.50	30	Full Time - Salary - Set Hours	BA	Professionals
LIBRARIAN	\$41,882.07	40	Full Time - Salary - Set Hours	BA	Professionals
LIBRARY ASSISTANT	\$19,743.36	20	Part Time - Salary - Set Hours	BA	Administrative Support
LIBRARY ASSISTANT	\$15,693.60	20	Part Time - Salary - Set Hours	BA	Administrative Support
LIBRARY ASSISTANT	\$23,540.40	30	Full Time - Salary - Set Hours	BA	Administrative Support
LIBRARY ASSISTANT	\$24,710.40	30	Full Time - Salary - Set Hours	BA	Administrative Support
LIBRARY ASSISTANT	\$32,964.67	40	Full Time - Hourly - Set Hours	BA	Administrative Support
LIBRARY ASSISTANT	\$31,394.92	40	Full Time - Hourly - Set Hours	BA	Administrative Support
LIBRARY ASSISTANT	\$31,394.92	40	Full Time - Hourly - Set Hours	BA	Administrative Support
LIBRARY ASSISTANT	\$31,394.92	40	Full Time - Hourly - Set Hours	BA	Administrative Support
LIBRARY ASSISTANT	\$32,964.67	40	Full Time - Hourly - Set Hours	BA	Administrative Support
LIBRARY ASSISTANT	\$32,964.67	40	Full Time - Hourly - Set Hours	BA	Administrative Support
LIBRARY ASSISTANT	\$34,612.90	40	Full Time - Salary - Set Hours	BA	Administrative Support
LIBRARY ASSISTANT	\$32,964.67	40	Full Time - Salary - Set Hours	BA	Administrative Support
MANAGER BRANCH LIBRARY	\$50,660.17	40	Full Time - Salary - Set Hours	BA	Professionals
MANAGER BRANCH LIBRARY	\$55,622.74	40	Full Time - Salary - Set Hours	BA	Professionals
MANAGER BRANCH LIBRARY	\$55,831.51	40	Full Time - Salary - Set Hours	BA	Professionals
NUTRITION PROGRAM SITE ASSISTANT	\$12,355.30	20	Part Time - Salary - Set Hours	BA	Service Workers

PARALEGAL	\$44,815.68	40	Full Time - Salary - Set Hours	BA	Administrative Support
PARALEGAL ADMINISTRATIVE LIAISON	\$57,670.20	40	Full Time - Salary - Set Hours	BA	Administrative Support
PARALEGAL LITIGATION	\$43,762.15	40	Full Time - Salary - Set Hours	BA	Administrative Support
PLANNER	\$43,762.15	40	Full Time - Salary - Set Hours	BA	Professionals
RECEPTIONIST	\$10,753.60	20	Part Time - Salary - Set Hours	BA	Administrative Support
RECEPTIONIST	\$11,291.28	20	Part Time - Salary - Set Hours	BA	Administrative Support
RECEPTIONIST	\$11,290.65	20	Part Time - Salary - Set Hours	BA	Administrative Support
SENIOR ENGINEERING TECHNICIAN PUBLIC WORKS / ENGINEERING	\$50,000.00	40	Full Time - Salary - Set Hours	BA	Technicians
SITE MANAGER HOME DELIVERED MEALS	\$17,122.56	24	Part Time - Salary - Set Hours	BA	Service Workers
SPECIALIST WORKERS COMPENSATION	\$47,663.46	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR ADMINISTRATIVE ASSISTANT	\$51,781.12	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR ADMINISTRATIVE ASSISTANT	\$48,483.75	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR ADMINISTRATIVE ASSISTANT	\$47,782.62	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR ADMINISTRATIVE ASSISTANT	\$42,016.00	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR ADMINISTRATIVE ASSISTANT	\$44,914.19	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR ADMINISTRATIVE ASSISTANT	\$38,073.39	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR ADMINISTRATIVE ASSISTANT	\$37,988.28	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR ADMINISTRATIVE ASSISTANT MIDDLE KEYS OPERATIONS	\$39,887.69	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR ADMINISTRATOR BAYSHORE	\$53,797.18	40	Full Time - Salary - Set Hours	BA	Professionals
SR ADMINISTRATOR GRANTS	\$70,704.00	40	Full Time - Salary - Set Hours	BA	Professionals
SR ADMINISTRATOR SOLID WASTE MANAGEMENT	\$53,797.29	40	Full Time - Salary - Set Hours	BA	Professionals
SR BIOLOGIST	\$54,007.20	40	Full Time - Salary - Set Hours	BA	Professionals
SR BUDGET ADMINISTRATOR	\$56,486.59	40	Full Time - Salary - Set Hours	BA	Professionals
SR BUDGET ANALYST	\$45,846.06	40	Full Time - Salary - Set Hours	BA	Professionals
SR BUDGET ANALYST	\$43,762.15	40	Full Time - Salary - Set Hours	BA	Professionals
SR BUYER	\$43,437.33	40	Full Time - Salary - Set Hours	BA	Professionals
SR COORDINATOR AIRPORT GRANTS & FINANCE	\$61,340.20	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR COORDINATOR BENEFITS	\$41,678.24	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR COORDINATOR BUILDING	\$55,015.28	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR COORDINATOR CODE COMPLIANCE	\$49,357.64	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR COORDINATOR FLEET	\$43,762.15	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR COORDINATOR FLOODPLAIN	\$58,634.91	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR COORDINATOR GRANTS	\$57,090.01	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR COORDINATOR PLANNING COMMISSION	\$41,882.07	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR DIRECTOR CODE COMPLIANCE	\$83,242.18	40	Full Time - Salary - Set Hours	BA	Professionals
SR DIRECTOR OF BUDGET & FINANCE	\$94,185.00	40	Full Time - Salary - Set Hours	BA	Professionals
SR DIRECTOR SOCIAL SERVICES	\$98,000.00	40	Full Time - Salary - Set Hours	BA	Professionals
SR INSPECTOR CODE COMPLIANCE	\$56,698.91	40	Full Time - Salary - Set Hours	BA	Service Workers
SR LIBRARY ASSISTANT	\$34,612.90	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR LIBRARY ASSISTANT BRANCH	\$36,260.34	40	Full Time - Salary - Set Hours	BA	Professionals
SR LIBRARY ASSISTANT BRANCH	\$43,994.00	40	Full Time - Salary - Set Hours	BA	Professionals
SR LIBRARY ASSISTANT LEGAL RESEARCH	\$43,439.76	40	Full Time - Salary - Set Hours	BA	Professionals
SR PLANNER	\$46,678.33	40	Full Time - Salary - Set Hours	BA	Professionals
SR SPECIALIST CUSTOMER SERVICE	\$47,782.62	40	Full Time - Salary - Set Hours	BA	Professionals
SR SYSTEMS ANALYST	\$52,000.00	40	Full Time - Salary - Set Hours	BA	Professionals
SR. ADMINISTRATIVE ASSISTANT	\$40,685.44	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR. ENGINEERING TECHNICIAN	\$46,676.00	40	Full Time - Salary - Set Hours	BA	Administrative Support
STAFF ASSISTANT	\$31,394.92	40	Full Time - Salary - Set Hours	BA	Administrative Support
STAFF ASSISTANT	\$43,994.00	40	Full Time - Salary - Set Hours	BA	Administrative Support
STAFF ASSISTANT	\$32,964.67	40	Full Time - Salary - Set Hours	BA	Administrative Support
STAFF ASSISTANT	\$39,489.33	40	Full Time - Salary - Set Hours	BA	Administrative Support
STAFF ASSISTANT	\$31,394.92	40	Full Time - Salary - Set Hours	BA	Administrative Support
SUPERVISOR CASE MANAGER	\$55,831.51	40	Full Time - Salary - Set Hours	BA	Professionals

SUPERVISOR CASE MANAGER	\$50,660.16	40	Full Time - Salary - Set Hours	BA	Professionals
SYSTEMS ANALYST	\$37,988.28	40	Full Time - Salary - Set Hours	BA	Professionals
TOLL COLLECTOR	\$15,444.00	25	Part Time - Salary - Set Hours	BA	Operatives
TOLL COLLECTOR	\$34,650.68	40	Full Time - Salary - Set Hours	BA	Operatives
TRANSPORTATION COORDINATOR	\$40,068.78	40	Full Time - Salary - Set Hours	BA	Administrative Support
TRANSPORTATION COORDINATOR/COUNSELORS ASSISTANT	\$35,102.28	40	Full Time - Salary - Set Hours	BA	Administrative Support
TRANSPORTATION PLANNING MANAGER	\$68,250.00	40	Full Time - Salary - Set Hours	BA	Professionals
VETERANS SERVICE COUNSELOR	\$46,174.99	40	Full Time - Salary - Set Hours	BA	Professionals
APPLICATION ANALYST	\$73,500.00	40	Full Time - Salary - Set Hours	BB	Professionals
ATTENDANT	\$39,994.03	40	Full Time - Salary - Set Hours	BB	Service Workers
COORDINATOR HUMAN RESOURCES	\$39,887.69	40	Full Time - Salary - Set Hours	BB	Administrative Support
SITE MANAGER CONGREGATE MEALS	\$18,203.03	20	Part Time - Salary - Set Hours	BB	Service Workers
SR COORDINATOR FINANCE & ACCOUNTING	\$58,710.65	37.5	Full Time - Salary - Set Hours	BB	Administrative Support
ADMINISTRATIVE ASSISTANT	\$34,612.90	40	Full Time - Salary - Set Hours	BC	Administrative Support
ADMINISTRATOR RISK MANAGEMENT	\$60,660.65	40	Full Time - Salary - Set Hours	BC	Professionals
ASSISTANT RISK MANAGEMENT	\$34,612.90	40	Full Time - Salary - Set Hours	BC	Administrative Support
ATTENDANT	\$32,964.67	40	Full Time - Salary - Set Hours	BC	Service Workers
BUSINESS MANAGER	\$47,152.56	40	Full Time - Salary - Set Hours	BC	Administrative Support
COORDINATOR	\$50,642.94	40	Full Time - Salary - Set Hours	BC	Administrative Support
COORDINATOR LICENSING	\$47,707.82	40	Full Time - Salary - Set Hours	BC	Administrative Support
CUSTODIAN	\$26,695.60	40	Full Time - Salary - Set Hours	BC	Service Workers
CUSTODIAN	\$27,204.86	40	Full Time - Salary - Set Hours	BC	Service Workers
CUSTODIAN	\$22,582.56	40	Full Time - Salary - Set Hours	BC	Service Workers
CUSTODIAN	\$26,695.60	40	Full Time - Salary - Set Hours	BC	Service Workers
CUSTODIAN	\$27,204.86	40	Full Time - Salary - Set Hours	BC	Service Workers
CUSTODIAN	\$28,320.24	40	Full Time - Salary - Set Hours	BC	Service Workers
CUSTODIAN	\$23,260.04	40	Full Time - Salary - Set Hours	BC	Service Workers
CUSTOMER SERVICE REPRESENTATIVE I	\$43,193.85	40	Full Time - Salary - Set Hours	BC	Administrative Support
CUSTOMER SERVICE REPRESENTATIVE I	\$43,369.32	40	Full Time - Salary - Set Hours	BC	Administrative Support
CUSTOMER SERVICE REPRESENTATIVE II	\$37,988.28	40	Full Time - Salary - Set Hours	BC	Administrative Support
EXECUTIVE ADMINISTRATOR	\$61,888.56	40	Full Time - Salary - Set Hours	BC	Administrative Support
LIBRARIAN TECHNICAL SERVICES	\$47,782.62	40	Full Time - Salary - Set Hours	BC	Administrative Support
LIBRARY ASSISTANT/PERSONNEL LIAISON	\$42,683.40	40	Full Time - Salary - Set Hours	BC	Administrative Support
MAINTENANCE WORKER	\$33,327.13	40	Full Time - Salary - Set Hours	BC	Craft Workers
MANAGER LIBRARY TECHNICAL SERVICES	\$51,346.17	40	Full Time - Salary - Set Hours	BC	Professionals
SR ADMINISTRATIVE ASSISTANT	\$48,567.19	40	Full Time - Salary - Set Hours	BC	Administrative Support
SR ADMINISTRATIVE ASSISTANT	\$41,084.33	40	Full Time - Salary - Set Hours	BC	Administrative Support
SR ADMINISTRATOR BENEFITS/HIPAA PRIVACY OFFICER	\$63,294.78	40	Full Time - Salary - Set Hours	BC	Professionals
SR INSPECTOR CODE COMPLIANCE	\$52,686.40	40	Full Time - Salary - Set Hours	BC	Service Workers
SR LIBRARIAN	\$53,785.86	40	Full Time - Salary - Set Hours	BC	Professionals
SR LIBRARY ASSISTANT BRANCH	\$45,008.32	40	Full Time - Salary - Set Hours	BC	Professionals
PURCHASING MANAGER	\$53,680.08	40	Full Time - Salary - Set Hours	BE	Professionals

PERMANENT FULL TIME EMPLOYEES BY SALARY as of 9/1/13

EEO Code:

AA White Male, Non-Hispanic	AB Black Male, Non-Hispanic	AC White Male, Hispanic
AD Black Male, Hispanic	AE Asian or Pacific Islander Male	AF American Indian Male
BA White Female, Non-Hispanic	BB Black Female, Non-Hispanic	AC White Female, Hispanic
BD Black Female, Hispanic	BE Asian or Pacific Islander Female	BF American Indian Female

Position Title	Annual Salary	Hours per Week	Employment Status	EEO	Job Class
CUSTODIAN	\$21,507.20	40	Full Time - Salary - Set Hours	AC	Service Workers
CUSTODIAN	\$22,582.56	40	Full Time - Salary - Set Hours	BC	Service Workers
CUSTODIAN	\$22,582.56	40	Full Time - Salary - Set Hours	AC	Service Workers
CUSTODIAN	\$23,260.04	40	Full Time - Salary - Set Hours	BC	Service Workers
CUSTODIAN - BAYSHORE MANOR	\$24,213.70	40	Full Time - Salary - Set Hours	AC	Service Workers
MAINTENANCE WORKER	\$24,710.95	40	Full Time - Salary - Set Hours	AA	Craft Workers
MAINTENANCE WORKER - PARKS & BEACHES	\$24,710.95	40	Full Time - Salary - Set Hours	AA	Craft Workers
MAINTENANCE WORKER	\$24,710.95	40	Full Time - Salary - Set Hours	AA	Laborers & Helpers
LEAD CUSTODIAN MAINTENANCE WORKER	\$24,710.95	40	Full Time - Salary - Set Hours	AA	Laborers & Helpers Service - Maintenance
MAINTENANCE WORKER	\$25,945.55	40	Full Time - Salary - Set Hours	AC	Craft Workers
TRANSPORTATION DRIVER	\$25,945.55	40	Full Time - Salary - Set Hours	AB	Operatives
TOLL COLLECTOR	\$25,945.92	40	Full Time - Salary - Set Hours	AA	Operatives
MAINTENANCE WORKER - PARKS & BEACHES	\$25,946.50	40	Full Time - Salary - Set Hours	AC	Craft Workers
MAINTENANCE MECHANIC	\$25,946.50	40	Full Time - Salary - Set Hours	AB	Laborers & Helpers
CUSTODIAN	\$26,695.60	40	Full Time - Salary - Set Hours	BC	Service Workers
CUSTODIAN	\$26,695.60	40	Full Time - Salary - Set Hours	BC	Service Workers
CUSTODIAN	\$27,204.86	40	Full Time - Salary - Set Hours	BC	Service Workers
CUSTODIAN	\$27,204.86	40	Full Time - Salary - Set Hours	BC	Service Workers
MAINTENANCE WORKER	\$27,242.83	40	Full Time - Salary - Set Hours	AB	Craft Workers
MAINTENANCE WORKER	\$27,242.83	40	Full Time - Salary - Set Hours	AB	Craft Workers
MAINTENANCE MECHANIC	\$27,242.83	40	Full Time - Salary - Set Hours	AC	Laborers & Helpers
LEAD CUSTODIAN MAINTENANCE MECHANIC	\$27,242.83	40	Full Time - Salary - Set Hours	AC	Laborers & Helpers
MAINTENANCE MECHANIC	\$27,242.83	40	Full Time - Salary - Set Hours	AA	Laborers & Helpers
CUSTODIAN	\$28,320.24	40	Full Time - Salary - Set Hours	BC	Service Workers
MAINTENANCE MECHANIC - PARKS & BEACHES	\$28,359.79	40	Full Time - Salary - Set Hours	AA	Laborers & Helpers
ASSISTANT SPECIALIST TRUSTEE PROGRAM	\$28,540.61	40	Full Time - Salary - Set Hours	AC	Service Workers
OFFICE ASSISTANT	\$28,540.61	40	Full Time - Salary - Set Hours	AA	Service Workers
ASSISTANT SPECIALIST TRUSTEE PROGRAM	\$28,540.61	40	Full Time - Salary - Set Hours	AA	Service Workers
ASSISTANT SPECIALIST TRUSTEE PROGRAM	\$28,540.61	40	Full Time - Salary - Set Hours	AC	Service Workers
MAINTENANCE WORKER - PARKS & BEACHES	\$29,211.63	40	Full Time - Salary - Set Hours	AA	Craft Workers
MAINTENANCE WORKER - PARKS & BEACHES	\$29,377.64	40	Full Time - Salary - Set Hours	AC	Craft Workers
ASSISTANT SPECIALIST TRUSTEE PROGRAM I	\$29,967.64	40	Full Time - Salary - Set Hours	AC	Service Workers
ASSISTANT SPECIALIST TRUSTEE PROGRAM	\$29,967.64	40	Full Time - Salary - Set Hours	AA	Service Workers
TOLL COLLECTOR	\$30,638.40	40	Full Time - Salary - Set Hours	AA	Operatives
MAINTENANCE MECHANIC	\$30,671.10	40	Full Time - Salary - Set Hours	AC	Laborers & Helpers
LIBRARY ASSISTANT	\$31,394.92	40	Full Time - Hourly - Set Hours	BA	Administrative Support
LIBRARY ASSISTANT	\$31,394.92	40	Full Time - Hourly - Set Hours	AA	Administrative Support
LIBRARY ASSISTANT	\$31,394.92	40	Full Time - Hourly - Set Hours	AC	Administrative Support
LIBRARY ASSISTANT	\$31,394.92	40	Full Time - Hourly - Set Hours	BA	Administrative Support
LIBRARY ASSISTANT	\$31,394.92	40	Full Time - Hourly - Set Hours	BA	Administrative Support
STAFF ASSISTANT	\$31,394.92	40	Full Time - Salary - Set Hours	BA	Administrative Support
ASSISTANT SUPERINTENDENT	\$31,394.92	40	Full Time - Salary - Set Hours	AA	Administrative Support

STAFF ASSISTANT	\$31,394.92	40	Full Time - Salary - Set Hours	BA	Administrative Support
HEAVY EQUIPMENT OPERATOR	\$31,394.92	40	Full Time - Salary - Set Hours	AB	Craft Workers
HEAVY EQUIPMENT OPERATOR	\$31,394.92	40	Full Time - Salary - Set Hours	AA	Craft Workers
FOREMAN PARKS & BEACHES MAINTENANCE	\$31,394.92	40	Full Time - Salary - Set Hours	AA	Craft Workers
LANDFILL OPERATOR	\$31,394.92	40	Full Time - Salary - Set Hours	AA	Operatives
ATTENDANT	\$31,394.92	40	Full Time - Salary - Set Hours	BA	Service Workers
ATTENDANT	\$31,394.92	40	Full Time - Salary - Set Hours	BA	Service Workers
ATTENDANT	\$31,394.92	40	Full Time - Salary - Set Hours	AA	Service Workers
MAINTENANCE MECHANIC - PARKS & BEACHES	\$32,132.21	40	Full Time - Salary - Set Hours	AA	Laborers & Helpers
MAINTENANCE WORKER - PARKS & BEACHES	\$32,206.51	40	Full Time - Salary - Set Hours	AC	Craft Workers
STAFF ASSISTANT	\$32,947.20	40	Full Time - Salary - Set Hours	AA	Administrative Support
LIBRARY ASSISTANT	\$32,964.67	40	Full Time - Hourly - Set Hours	BA	Administrative Support
LIBRARY ASSISTANT	\$32,964.67	40	Full Time - Hourly - Set Hours	BA	Administrative Support
LIBRARY ASSISTANT	\$32,964.67	40	Full Time - Hourly - Set Hours	BA	Administrative Support
LIBRARY ASSISTANT	\$32,964.67	40	Full Time - Salary - Set Hours	AC	Administrative Support
LIBRARY ASSISTANT	\$32,964.67	40	Full Time - Salary - Set Hours	AA	Administrative Support
STAFF ASSISTANT	\$32,964.67	40	Full Time - Salary - Set Hours	BA	Administrative Support
LIBRARY ASSISTANT	\$32,964.67	40	Full Time - Salary - Set Hours	BA	Administrative Support
FACILITIES MAINTENANCE TECHNICIAN	\$32,964.67	40	Full Time - Salary - Set Hours	AA	Craft Workers
HEAVY EQUIPMENT OPERATOR	\$32,964.67	40	Full Time - Salary - Set Hours	AA	Craft Workers
HEAVY EQUIPMENT OPERATOR	\$32,964.67	40	Full Time - Salary - Set Hours	AA	Craft Workers
ATTENDANT	\$32,964.67	40	Full Time - Salary - Set Hours	BA	Service Workers
ATTENDANT	\$32,964.67	40	Full Time - Salary - Set Hours	BC	Service Workers
ASSISTANT AIRPORT MAINTENANCE	\$32,965.00	40	Full Time - Salary - Set Hours	AC	Craft Workers
FACILITIES MAINTENANCE TECHNICIAN	\$33,039.32	40	Full Time - Salary - Set Hours	AC	Craft Workers
MAINTENANCE WORKER - PARKS & BEACHES	\$33,327.13	40	Full Time - Salary - Set Hours	AC	Craft Workers
MAINTENANCE WORKER	\$33,327.13	40	Full Time - Salary - Set Hours	BC	Craft Workers
AIRPORT MAINTENANCE TECHNICIAN	\$33,623.96	40	Full Time - Salary - Set Hours	AA	Craft Workers
AIRPORT MAINTENANCE TECHNICIAN	\$33,623.96	40	Full Time - Salary - Set Hours	AA	Craft Workers
AIRPORT MAINTENANCE TECHNICIAN	\$33,623.96	40	Full Time - Salary - Set Hours	AC	Craft Workers
ASSISTANT SPECIALIST TRUSTEE PROGRAM	\$33,738.81	40	Full Time - Salary - Set Hours	AA	Craft Workers
MAINTENANCE WORKER	\$33,814.90	40	Full Time - Salary - Set Hours	AA	Craft Workers
FOREMAN FACILITIES MAINTENANCE	\$33,816.13	40	Full Time - Salary - Set Hours	AC	Craft Workers
HEAVY EQUIPMENT OPERATOR	\$34,316.22	40	Full Time - Salary - Set Hours	AA	Craft Workers
ASSISTANT ENVIRONMENTAL COORDINATOR	\$34,533.06	40	Full Time - Salary - Set Hours	BA	Operatives
ADMINISTRATIVE ASSISTANT	\$34,533.66	40	Full Time - Salary - Set Hours	BA	Administrative Support
ADMINISTRATIVE ASSISTANT	\$34,533.66	40	Full Time - Salary - Set Hours	BA	Administrative Support
ADMINISTRATIVE ASSISTANT	\$34,533.66	40	Full Time - Salary - Set Hours	BA	Administrative Support
TECHNICIAN PLANNING	\$34,533.66	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR TECHNICIAN POLLUTION CONTROL	\$34,533.66	40	Full Time - Salary - Set Hours	AA	Craft Workers
LANDFILL OPERATOR	\$34,533.66	40	Full Time - Salary - Set Hours	AA	Operatives
WEIGHMASTER	\$34,533.66	40	Full Time - Salary - Set Hours	AB	Operatives
LIBRARY ASSISTANT	\$34,590.40	40	Full Time - Hourly - Set Hours	AA	Administrative Support
MAINTENANCE WORKER - PARKS & BEACHES	\$34,595.32	40	Full Time - Salary - Set Hours	AC	Craft Workers
MAINTENANCE WORKER	\$34,595.32	40	Full Time - Salary - Set Hours	AB	Craft Workers
SR LIBRARY ASSISTANT	\$34,612.90	40	Full Time - Salary - Set Hours	BA	Administrative Support
ASSISTANT RISK MANAGEMENT	\$34,612.90	40	Full Time - Salary - Set Hours	BC	Administrative Support
LIBRARY ASSISTANT	\$34,612.90	40	Full Time - Salary - Set Hours	BA	Administrative Support
ADMINISTRATIVE ASSISTANT	\$34,612.90	40	Full Time - Salary - Set Hours	BC	Administrative Support
SR PLUMBER	\$34,612.90	40	Full Time - Salary - Set Hours	AC	Craft Workers
TOLL COLLECTOR	\$34,650.68	40	Full Time - Salary - Set Hours	BA	Operatives
MAINTENANCE MECHANIC	\$34,992.11	40	Full Time - Salary - Set Hours	AC	Laborers & Helpers
MAINTENANCE MECHANIC	\$34,992.23	40	Full Time - Salary - Set Hours	AA	Laborers & Helpers
MAINTENANCE MECHANIC - PARKS & BEACHES	\$34,993.49	40	Full Time - Salary - Set Hours	AC	Laborers & Helpers

TRANSPORTATION COORDINATOR/COUNSELORS ASSISTANT	\$35,102.28	40	Full Time - Salary - Set Hours	BA	Administrative Support
MAINTENANCE WORKER	\$35,387.40	40	Full Time - Salary - Set Hours	AC	Craft Workers
FOREMAN PARKS & BEACHES MAINTENANCE	\$36,032.03	40	Full Time - Salary - Set Hours	AC	Laborers & Helpers
HEARING REPORTER	\$36,260.34	40	Full Time - Salary - Set Hours	BA	Administrative Support
ADMINISTRATIVE ASSISTANT	\$36,260.34	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR TECHNICIAN MAINTENANCE ELECTRIC	\$36,260.34	40	Full Time - Salary - Set Hours	AA	Craft Workers
SERVICE MECHANIC	\$36,260.34	40	Full Time - Salary - Set Hours	AC	Craft Workers
SERVICE MECHANIC	\$36,260.34	40	Full Time - Salary - Set Hours	AA	Craft Workers
SR LIBRARY ASSISTANT BRANCH	\$36,260.34	40	Full Time - Salary - Set Hours	BA	Professionals
MAINTENANCE WORKER	\$36,324.52	40	Full Time - Salary - Set Hours	AC	Craft Workers
MAINTENANCE WORKER	\$36,324.52	40	Full Time - Salary - Set Hours	AA	Craft Workers
TOLL COLLECTOR	\$36,802.46	40	Full Time - Salary - Set Hours	AA	Operatives
ADMINISTRATIVE ASSISTANT	\$36,985.55	40	Full Time - Salary - Set Hours	BA	Administrative Support
HEAVY EQUIPMENT OPERATOR	\$37,113.00	40	Full Time - Salary - Set Hours	AA	Craft Workers
LANDFILL OPERATOR	\$37,114.12	40	Full Time - Salary - Set Hours	AA	Operatives
MAINTENANCE WORKER	\$37,127.44	40	Full Time - Salary - Set Hours	AB	Craft Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	BA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AB	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$37,604.54		27 day work period	AC	Service Workers
CUSTOMER SERVICE REPRESENTATIVE II	\$37,988.28	40	Full Time - Salary - Set Hours	BC	Administrative Support
COORDINATOR NUTRITION SERVICES	\$37,988.28	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR ADMINISTRATIVE ASSISTANT	\$37,988.28	40	Full Time - Salary - Set Hours	BA	Administrative Support
COORDINATOR EMPLOYEE BENEFITS	\$37,988.28	40	Full Time - Salary - Set Hours	BA	Administrative Support
COORDINATOR ROADS & BRIDGES	\$37,988.28	40	Full Time - Salary - Set Hours	AC	Craft Workers
MOBILE MECHANIC	\$37,988.28	40	Full Time - Salary - Set Hours	AA	Craft Workers
SUPERINTENDENT MAINTENANCE CORRECTIONS	\$37,988.28	40	Full Time - Salary - Set Hours	AA	Craft Workers
MAINTENANCE WORKER III	\$37,988.28	40	Full Time - Salary - Set Hours	AA	Craft Workers
SYSTEMS ANALYST	\$37,988.28	40	Full Time - Salary - Set Hours	BA	Professionals
ADMINISTRATIVE ASSISTANT	\$38,073.36	40	Full Time - Salary - Set Hours	BA	Administrative Support
TV MULTIMEDIA TECHNICIAN	\$38,073.36	40	Full Time - Salary - Set Hours	AA	Professionals
SR ADMINISTRATIVE ASSISTANT	\$38,073.39	40	Full Time - Salary - Set Hours	BA	Administrative Support
ASSISTANT LIBRARY TECHNICAL SERVICES	\$38,154.48	40	Full Time - Salary - Set Hours	AA	Administrative Support
ASSISTANT LIBRARY TECHNICAL SERVICES	\$38,176.32	40	Full Time - Salary - Set Hours	AA	Administrative Support
WEIGHMASTER	\$38,421.57	40	Full Time - Salary - Set Hours	AA	Operatives
PAINTER	\$38,492.12	40	Full Time - Salary - Set Hours	AD	Craft Workers

FACILITIES MAINTENANCE TECHNICIAN	\$38,737.16	40	Full Time - Salary - Set Hours	AC	Craft Workers
SPECIALIST BUILDING MAINTENANCE	\$38,879.43	40	Full Time - Salary - Set Hours	AC	Craft Workers
SERVICE MECHANIC	\$38,879.76	40	Full Time - Salary - Set Hours	AC	Craft Workers
LEAD CUSTODIAN MAINTENANCE MECHANIC	\$38,948.24	40	Full Time - Salary - Set Hours	AB	Laborers & Helpers
LIBRARY ASSISTANT	\$39,489.33	40	Full Time - Salary - Set Hours	AA	Administrative Support
STAFF ASSISTANT	\$39,489.33	40	Full Time - Salary - Set Hours	BA	Administrative Support
AIRPORT RESCUE FIREFIGHTER	\$39,561.85		27 day work period	BA	Service Workers
FIREFIGHTER EMT	\$39,561.86		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$39,561.86		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$39,561.86		27 day work period	AC	Service Workers
SR TECHNICIAN MAINTENANCE - AIRPORT	\$39,764.09	40	Full Time - Salary - Set Hours	AA	Craft Workers
VETERANS SERVICE COUNSELOR	\$39,879.84	40	Full Time - Salary - Set Hours	AA	Professionals
CUSTOMER SERVICE REPRESENTATIVE I	\$39,887.67	40	Full Time - Salary - Set Hours	BA	Administrative Support
CUSTOMER SERVICE REPRESENTATIVE I	\$39,887.69	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR ADMINISTRATIVE ASSISTANT MIDDLE KEYS OPERATIONS	\$39,887.69	40	Full Time - Salary - Set Hours	BA	Administrative Support
ADMINISTRATIVE ASSISTANT	\$39,887.69	40	Full Time - Salary - Set Hours	BA	Administrative Support
COORDINATOR HUMAN RESOURCES	\$39,887.69	40	Full Time - Salary - Set Hours	BB	Administrative Support
CUSTOMER SERVICE REPRESENTATIVE I	\$39,887.69	40	Full Time - Salary - Set Hours	BA	Administrative Support
COORDINATOR ENVIRONMENTAL	\$39,887.69	40	Full Time - Salary - Set Hours	AA	Operatives
CASE MANAGER	\$39,887.69	40	Full Time - Salary - Set Hours	BA	Professionals
VETERANS SERVICE COUNSELOR	\$39,887.69	40	Full Time - Salary - Set Hours	AC	Professionals
CASE MANAGER	\$39,887.70	40	Full Time - Salary - Set Hours	AA	Administrative Support
COORDINATOR EQUAL EMPLOYMENT	\$39,889.20	30	Full Time - Salary - Set Hours	AB	Administrative Support
EQUIPMENT OPERATOR	\$39,956.60	40	Full Time - Salary - Set Hours	AA	Craft Workers
SR LANDSCAPER	\$39,956.60	40	Full Time - Salary - Set Hours	AB	Laborers & Helpers
ATTENDANT	\$39,994.03	40	Full Time - Salary - Set Hours	BB	Service Workers
TRANSPORTATION COORDINATOR	\$40,068.78	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR. ADMINISTRATIVE ASSISTANT	\$40,685.44	40	Full Time - Salary - Set Hours	BA	Administrative Support
WEIGHMASTER	\$40,864.03	40	Full Time - Salary - Set Hours	AA	Operatives
SR ADMINISTRATIVE ASSISTANT	\$41,084.33	40	Full Time - Salary - Set Hours	BC	Administrative Support
ELECTRICIAN	\$41,343.38	40	Full Time - Salary - Set Hours	AA	Craft Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$41,422.38		27 day work period	AA	Service Workers
SR LIBRARY ASSISTANT BRANCH	\$41,461.06	40	Full Time - Salary - Set Hours	AA	Professionals
FIREFIGHTER EMT	\$41,467.01		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$41,467.01		27 day work period	AC	Service Workers
OFFICE ASSISTANT	\$41,467.01	40	27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$41,467.01		27 day work period	AC	Service Workers
MOBILE MECHANIC	\$41,523.09	40	Full Time - Salary - Set Hours	AA	Craft Workers
FLIGHT NURSE	\$41,600.00	40	Full Time - Salary - Set Hours	BA	Professionals
FLIGHT NURSE	\$41,600.00	40	Full Time - Salary - Set Hours	BA	Professionals
FLIGHT NURSE	\$41,600.00	40	Full Time - Salary - Set Hours	BA	Professionals
SR COORDINATOR BENEFITS	\$41,678.24	40	Full Time - Salary - Set Hours	BA	Administrative Support
SUPERVISOR FACILITIES MAINTENANCE	\$41,678.24	40	Full Time - Salary - Set Hours	AA	Craft Workers
PLANNER	\$41,678.24	40	Full Time - Salary - Set Hours	AA	Professionals

PLANNER	\$41,678.24	40	Full Time - Salary - Set Hours	AA	Professionals
INSPECTOR CODE COMPLIANCE	\$41,678.24	40	Full Time - Salary - Set Hours	BA	Service Workers
INSPECTOR CODE COMPLIANCE	\$41,678.24	40	Full Time - Salary - Set Hours	BA	Service Workers
SR PROJECT MANAGEMENT/WASTEWATER TECHNICIAN	\$41,768.24	40	Full Time - Salary - Set Hours	AA	Professionals
SUPERINTENDENT CARD SOUND OPERATIONS	\$41,882.02	40	Full Time - Salary - Set Hours	AA	Operatives
SR COORDINATOR PLANNING COMMISSION	\$41,882.07	40	Full Time - Salary - Set Hours	BA	Administrative Support
LIBRARIAN	\$41,882.07	40	Full Time - Salary - Set Hours	BA	Professionals
SR NETWORK ANALYST	\$41,882.07	40	Full Time - Salary - Set Hours	AB	Professionals
SR SYSTEMS ANALYST	\$41,882.07	40	Full Time - Salary - Set Hours	AA	Professionals
ADMINISTRATIVE ASSISTANT	\$41,975.88	40	Full Time - Salary - Set Hours	BA	Administrative Support
ADMINISTRATIVE ASSISTANT	\$41,975.88	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR ADMINISTRATIVE ASSISTANT	\$42,016.00	40	Full Time - Salary - Set Hours	BA	Administrative Support
INSPECTOR CODE COMPLIANCE	\$42,178.24	40	Full Time - Salary - Set Hours	BA	Service Workers
FIREFIGHTER PARAMEDIC	\$42,422.38		27 day work period	AC	Service Workers
LIBRARY ASSISTANT/PERSONNEL LIAISON	\$42,683.40	40	Full Time - Salary - Set Hours	BC	Administrative Support
EQUIPMENT OPERATOR	\$42,842.67	40	Full Time - Salary - Set Hours	AB	Craft Workers
FOREMAN ROADS & BRIDGES	\$42,962.96	40	Full Time - Salary - Set Hours	AA	Craft Workers
CUSTOMER SERVICE REPRESENTATIVE I	\$43,193.85	40	Full Time - Salary - Set Hours	BA	Administrative Support
CUSTOMER SERVICE REPRESENTATIVE I	\$43,193.85	40	Full Time - Salary - Set Hours	BC	Administrative Support
CUSTOMER SERVICE REPRESENTATIVE I	\$43,369.32	40	Full Time - Salary - Set Hours	BC	Administrative Support
SR BUYER	\$43,437.33	40	Full Time - Salary - Set Hours	BA	Professionals
SR LIBRARY ASSISTANT LEGAL RESEARCH	\$43,439.76	40	Full Time - Salary - Set Hours	BA	Professionals
FIREFIGHTER PARAMEDIC	\$43,518.04		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$43,518.04		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$43,518.04		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$43,518.04		27 day work period	BA	Service Workers
FIREFIGHTER PARAMEDIC	\$43,518.04		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$43,518.04		27 day work period	AA	Service Workers
PARALEGAL LITIGATION	\$43,762.15	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR COORDINATOR FLEET	\$43,762.15	40	Full Time - Salary - Set Hours	BA	Administrative Support
MECHANIC I	\$43,762.15	40	Full Time - Salary - Set Hours	AA	Craft Workers
LEAD MECHANIC	\$43,762.15	40	Full Time - Salary - Set Hours	AB	Craft Workers
PLANNER	\$43,762.15	40	Full Time - Salary - Set Hours	BA	Professionals
SR BUDGET ANALYST	\$43,762.15	40	Full Time - Salary - Set Hours	BA	Professionals
BIOLOGIST	\$43,762.15	40	Full Time - Salary - Set Hours	AA	Professionals
INSPECTOR CODE COMPLIANCE	\$43,762.15	40	Full Time - Salary - Set Hours	AC	Service Workers
ATTENDANT SUPERVISOR	\$43,762.16	40	Full Time - Salary - Set Hours	BA	Service Workers
STAFF ASSISTANT	\$43,994.00	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR LIBRARY ASSISTANT BRANCH	\$43,994.00	40	Full Time - Salary - Set Hours	BA	Professionals
COORDINATOR SPECIAL NEEDS	\$44,074.64	40	Full Time - Salary - Set Hours	BA	Administrative Support
COORDINATOR IN-HOME SERVICES	\$44,242.93	40	Full Time - Salary - Set Hours	BA	Administrative Support
INSPECTOR CODE COMPLIANCE	\$44,262.15	40	Full Time - Salary - Set Hours	BA	Service Workers
FOREMAN ROADS & BRIDGES	\$44,458.75	40	Full Time - Salary - Set Hours	AB	Craft Workers
PARALEGAL	\$44,815.68	40	Full Time - Salary - Set Hours	BA	Administrative Support
EXECUTIVE ASSISTANT -COUNTY ATTORNEY	\$44,815.68	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR ADMINISTRATIVE ASSISTANT	\$44,914.19	40	Full Time - Salary - Set Hours	BA	Administrative Support
MASTER MECHANIC/GENERATOR TECHNICIAN	\$45,007.79	40	Full Time - Salary - Set Hours	AA	Craft Workers
SR LIBRARY ASSISTANT BRANCH	\$45,008.32	40	Full Time - Salary - Set Hours	BC	Professionals
CUSTOMER SERVICE REPRESENTATIVE II	\$45,584.68	40	Full Time - Salary - Set Hours	BA	Administrative Support
INSPECTOR CODE COMPLIANCE	\$45,609.20	40	Full Time - Salary - Set Hours	BA	Service Workers
FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AC	Service Workers
FIREFIGHTER EMT	\$45,613.70		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AC	Service Workers

FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$45,613.70		27 day work period	AA	Service Workers
SR BUDGET ANALYST	\$45,846.06	40	Full Time - Salary - Set Hours	BA	Professionals
MAINTENANCE WORKER III	\$45,857.61	40	Full Time - Salary - Set Hours	AA	Craft Workers
BIOLOGIST	\$45,950.26	40	Full Time - Salary - Set Hours	AA	Professionals
CODE COMPLIANCE RESEARCH ANALYST	\$46,058.00	40	Full Time - Salary - Set Hours	BA	Administrative Support
VETERANS SERVICE COUNSELOR	\$46,174.99	40	Full Time - Salary - Set Hours	BA	Professionals
CUSTOMER SERVICE REPRESENTATIVE II	\$46,290.30	40	Full Time - Salary - Set Hours	BA	Administrative Support
INSPECTOR CODE COMPLIANCE	\$46,290.30	40	Full Time - Salary - Set Hours	BA	Service Workers
SR TECHNICIAN POLLUTION CONTROL	\$46,574.81	40	Full Time - Salary - Set Hours	AC	Craft Workers
SR. ENGINEERING TECHNICIAN	\$46,676.00	40	Full Time - Salary - Set Hours	BA	Administrative Support
CONTRACT MONITOR	\$46,678.33	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR PLANNER	\$46,678.33	40	Full Time - Salary - Set Hours	BA	Professionals
BUSINESS MANAGER	\$47,152.56	40	Full Time - Salary - Set Hours	BC	Administrative Support
SPECIALIST WORKERS COMPENSATION	\$47,663.46	40	Full Time - Salary - Set Hours	BA	Administrative Support
COORDINATOR LICENSING	\$47,707.82	40	Full Time - Salary - Set Hours	BC	Administrative Support
FIREFIGHTER PARAMEDIC	\$47,709.37		27 day work period	AA	Service Workers
SR ADMINISTRATIVE ASSISTANT	\$47,782.62	40	Full Time - Salary - Set Hours	BA	Administrative Support
LIBRARIAN TECHNICAL SERVICES	\$47,782.62	40	Full Time - Salary - Set Hours	BC	Administrative Support
SR SPECIALIST CUSTOMER SERVICE	\$47,782.62	40	Full Time - Salary - Set Hours	BA	Professionals
INSPECTOR CODE COMPLIANCE	\$47,782.64	40	Full Time - Salary - Set Hours	BA	Service Workers
ADMINISTRATIVE ASSISTANT	\$47,889.65	40	Full Time - Salary - Set Hours	BA	Administrative Support
FIREFIGHTER PARAMEDIC	\$47,894.39		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC FLIGHT STATUS QUALIFIED	\$47,894.39		27 day work period	AA	Service Workers
FIRE RESCUE LIEUTENANT	\$47,894.39		27 day work period	AC	Service Workers
FIRE RESCUE LIEUTENANT	\$47,894.39		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC	\$47,894.39		27 day work period	AA	Service Workers
FIREFIGHTER PARAMEDIC FLIGHT STATUS QUALIFIED	\$47,894.39		27 day work period	AC	Service Workers
FIRE RESCUE LIEUTENANT	\$47,894.39		27 day work period	AC	Service Workers
FIREFIGHTER PARAMEDIC	\$47,894.39		27 day work period	AA	Service Workers
SUPERVISOR CONSTRUCTION INSPECTOR	\$48,202.00	40	Full Time - Salary - Set Hours	AA	Technicians
SR COORDINATOR TV MULTIMEDIA	\$48,247.77	40	Full Time - Salary - Set Hours	AB	Professionals
SIGN TECHNICIAN INSTALLER	\$48,348.38	40	Full Time - Salary - Set Hours	AA	Craft Workers
SR TECHNICIAN MAINTENANCE	\$48,348.38	40	Full Time - Salary - Set Hours	AA	Craft Workers
SR TECHNICIAN POLLUTION CONTROL	\$48,348.38	40	Full Time - Salary - Set Hours	AC	Craft Workers
FOREMAN PAINTING	\$48,348.38	40	Full Time - Salary - Set Hours	AC	Craft Workers
SR TECHNICIAN POLLUTION CONTROL	\$48,379.52	40	Full Time - Salary - Set Hours	AA	Craft Workers
SR ADMINISTRATIVE ASSISTANT	\$48,483.75	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR ADMINISTRATIVE ASSISTANT	\$48,567.19	40	Full Time - Salary - Set Hours	BC	Administrative Support
LAND STEWARD	\$48,730.50	30	Full Time - Salary - Set Hours	BA	Professionals
FIREFIGHTER EMT	\$49,087.61		27 day work period	AA	Service Workers
EXTENSION COORDINATOR	\$49,237.25	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR COORDINATOR CODE COMPLIANCE	\$49,357.64	40	Full Time - Salary - Set Hours	BA	Administrative Support
COORDINATOR ELECTRONICS	\$49,530.27	40	Full Time - Salary - Set Hours	AA	Craft Workers
FIRE RESCUE LIEUTENANT	\$49,541.48		27 day work period	AA	Service Workers
EXECUTIVE ASSISTANT	\$50,000.00	40	Full Time - Salary - Set Hours	BA	Administrative Support
PARALEGAL GROWTH MANAGEMENT DIVISION	\$50,000.00	40	Full Time - Salary - Set Hours	AA	Administrative Support
SENIOR ENGINEERING TECHNICIAN PUBLIC WORKS / ENGINEERING	\$50,000.00	40	Full Time - Salary - Set Hours	BA	Technicians
SPECIALIST BUILDING MAINTENANCE	\$50,075.20	40	Full Time - Salary - Set Hours	AA	Craft Workers
FIRE RESCUE LIEUTENANT	\$50,094.84		27 day work period	AC	Service Workers

CASE MANAGER	\$50,171.76	40	Full Time - Salary - Set Hours	BA	Professionals
BUILDING INSPECTOR I	\$50,189.55	40	Full Time - Salary - Set Hours	AA	Professionals
SPECIALIST BUILDING MAINTENANCE	\$50,256.98	40	Full Time - Salary - Set Hours	AA	Craft Workers
COORDINATOR	\$50,642.94	40	Full Time - Salary - Set Hours	BC	Administrative Support
SUPERVISOR CASE MANAGER	\$50,660.16	40	Full Time - Salary - Set Hours	BA	Professionals
MANAGER BRANCH LIBRARY	\$50,660.17	40	Full Time - Salary - Set Hours	BA	Professionals
EMERGENCY MANAGEMENT SR PLANNER	\$50,660.18	40	Full Time - Salary - Set Hours	AC	Professionals
LOGISTICS SPECIALIST	\$51,055.45	40	Full Time - Salary - Set Hours	AC	Administrative Support
EXECUTIVE ASSISTANT	\$51,055.45	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR COORDINATOR FLOODPLAIN	\$51,112.50	40	Full Time - Salary - Set Hours	AA	Professionals
MANAGER LIBRARY TECHNICAL SERVICES	\$51,346.17	40	Full Time - Salary - Set Hours	BC	Professionals
EMT DRIVER	\$51,556.40		27 day work period	AA	Technicians
SR COORDINATOR COUNTY ATTORNEY	\$51,584.39	40	Full Time - Salary - Set Hours	AA	Administrative Support
SR ADMINISTRATIVE ASSISTANT	\$51,781.12	40	Full Time - Salary - Set Hours	BA	Administrative Support
FOREMAN PLUMBING	\$51,840.58	40	Full Time - Salary - Set Hours	AA	Craft Workers
EXECUTIVE ASSISTANT	\$52,000.00	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR SYSTEMS ANALYST	\$52,000.00	40	Full Time - Salary - Set Hours	BA	Professionals
COORDINATOR	\$52,000.96	40	Full Time - Salary - Set Hours	BA	Administrative Support
ACTING ADMINISTRATOR LIBRARY HEADQUARTERS	\$52,179.98	40	Full Time - Salary - Set Hours	BA	Professionals
INDIGENCE EXAMINER	\$52,423.96	40	Full Time - Salary - Set Hours	AA	Professionals
BIOLOGIST	\$52,423.96	40	Full Time - Salary - Set Hours	AA	Professionals
ELECTRICAL INSPECTOR	\$52,500.00	40	Full Time - Salary - Set Hours	AA	Professionals
RADIOLOGICAL EMERGENCY PREPAREDNESS ADMINISTRATOR	\$52,500.00	40	Full Time - Salary - Set Hours	AA	Professionals
DEVELOPMENT ADMINISTRATOR	\$52,500.00	40	Full Time - Salary - Set Hours	BA	Professionals
SR SYSTEMS ANALYST	\$52,514.58	40	Full Time - Salary - Set Hours	AA	Professionals
FIRE RESCUE LIEUTENANT FLIGHT STATUS QUALIFIED	\$52,599.58		27 day work period	AA	Service Workers
SR INSPECTOR CODE COMPLIANCE	\$52,686.40	40	Full Time - Salary - Set Hours	BC	Service Workers
FIREFIGHTER EMT	\$52,897.91		27 day work period	AA	Service Workers
FIRE RESCUE CAPTAIN (TRAINING)	\$53,167.56	40	Full Time - Salary - Set Hours	AA	Service Workers
MOBILE MECHANIC	\$53,183.59	40	Full Time - Salary - Set Hours	AC	Craft Workers
LIBRARIAN	\$53,183.59	37.5	Full Time - Salary - Set Hours	AA	Professionals
SR COORDINATOR AIRPORT	\$53,561.04	40	Full Time - Salary - Set Hours	AA	Craft Workers
PURCHASING MANAGER	\$53,680.08	40	Full Time - Salary - Set Hours	BE	Professionals
SR LIBRARIAN	\$53,785.86	40	Full Time - Salary - Set Hours	BC	Professionals
SR ADMINISTRATOR BAYSHORE	\$53,797.18	40	Full Time - Salary - Set Hours	BA	Professionals
SR ADMINISTRATOR SOLID WASTE MANAGEMENT	\$53,797.29	40	Full Time - Salary - Set Hours	BA	Professionals
PLANNING & BIOLOGICAL PLANS EXAMINER SUPERVISOR	\$54,000.00	40	Full Time - Salary - Set Hours	AC	Professionals
SR BIOLOGIST	\$54,007.20	40	Full Time - Salary - Set Hours	BA	Professionals
EXECUTIVE ADMINISTRATOR	\$54,036.00	40	Full Time - Salary - Set Hours	AA	Professionals
SR TECHNICIAN MAINTENANCE	\$54,043.95	40	Full Time - Salary - Set Hours	AA	Craft Workers
ADMINISTRATOR PERMITTING	\$54,439.44	40	Full Time - Salary - Set Hours	BA	Professionals
FIREFIGHTER PARAMEDIC	\$54,495.74		27 day work period		Service Workers
CIP ADMINISTRATOR AND INSPECTOR	\$54,581.32	40	Full Time - Salary - Set Hours	AA	Professionals
FIREFIGHTER EMT	\$54,803.06		27 day work period	AA	Service Workers
ADMINISTRATOR HUMAN RESOURCES	\$54,829.92	40	Full Time - Salary - Set Hours	BA	Professionals
SUPERVISOR ROADS & BRIDGES	\$55,000.00	40	Full Time - Salary - Set Hours	AA	Craft Workers
SUPERVISOR ROADS & BRIDGES	\$55,000.00	40	Full Time - Salary - Set Hours	AA	Craft Workers
SR COORDINATOR BUILDING	\$55,015.28	40	Full Time - Salary - Set Hours	BA	Administrative Support
EXECUTIVE ASSISTANT	\$55,270.51	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR SYSTEMS ANALYST	\$55,496.98	40	Full Time - Salary - Set Hours	AA	Professionals
MANAGER BRANCH LIBRARY	\$55,622.74	40	Full Time - Salary - Set Hours	BA	Professionals
SUPERVISOR SOLID WASTE/RECYCLING	\$55,656.54	40	Full Time - Salary - Set Hours	AA	Operatives

SUPERVISOR CASE MANAGER	\$55,831.51	40	Full Time - Salary - Set Hours	BA	Professionals
MANAGER BRANCH LIBRARY	\$55,831.51	40	Full Time - Salary - Set Hours	BA	Professionals
ACTIVE DIRECTORY ARCHITECT	\$55,843.20	40	Full Time - Salary - Set Hours	BA	Professionals
SR BUDGET ADMINISTRATOR	\$56,486.59	40	Full Time - Salary - Set Hours	BA	Professionals
FIRE RESCUE LIEUTENANT (FF PARAMEDIC)	\$56,696.19		27 day work period	AA	Service Workers
SR INSPECTOR CODE COMPLIANCE	\$56,698.91	40	Full Time - Salary - Set Hours	BA	Service Workers
FIREFIGHTER EMT	\$56,708.22		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$56,708.22		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$56,708.22		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$56,708.22		27 day work period	AA	Service Workers
FIREFIGHTER EMT	\$56,708.22		27 day work period	AA	Service Workers
EXECUTIVE ASSISTANT	\$57,000.00	40	Full Time - Salary - Set Hours	BA	Administrative Support
ADMINISTRATOR BUILDING & PARKS & BEACHES	\$57,012.25	40	Full Time - Salary - Set Hours	AA	Professionals
EMERGENCY MANAGEMENT SR PLANNER	\$57,035.68	40	Full Time - Salary - Set Hours	AA	Professionals
SR COORDINATOR GRANTS	\$57,090.01	40	Full Time - Salary - Set Hours	BA	Administrative Support
BUILDING INSPECTOR II	\$57,181.90	40	Full Time - Salary - Set Hours	AA	Professionals
FIRE RESCUE LIEUTENANT	\$57,543.20		27 day work period	AC	Service Workers
FIRE RESCUE LIEUTENANT	\$57,543.22		27 day work period	AA	Service Workers
PARALEGAL ADMINISTRATIVE LIAISON	\$57,670.20	40	Full Time - Salary - Set Hours	BA	Administrative Support
MANAGER BRANCH LIBRARY	\$57,756.54	40	Full Time - Salary - Set Hours	AA	Professionals
GIS SERVER ADMINISTRATOR & SYSTEMS ANALYST	\$57,765.96	40	Full Time - Salary - Set Hours	AA	Professionals
EXECUTIVE ASSISTANT	\$58,000.00	40	Full Time - Salary - Set Hours	BA	Administrative Support
BUILDING INSPECTOR II	\$58,067.10	40	Full Time - Salary - Set Hours	AA	Professionals
AIRPORT FIRE RESCUE CAPTAIN	\$58,166.69		27 day work period	AC	Service Workers
AIRPORT FIRE RESCUE CAPTAIN	\$58,166.69		27 day work period	AA	Service Workers
SR COORDINATOR FLOODPLAIN	\$58,634.91	40	Full Time - Salary - Set Hours	BA	Administrative Support
SR COORDINATOR FINANCE & ACCOUNTING	\$58,710.65	37.5	Full Time - Salary - Set Hours	BB	Administrative Support
DATABASE ADMINISTRATOR	\$58,919.91	40	Full Time - Salary - Set Hours	AA	Professionals
AIRPORT SYSTEMS TECHNICIAN	\$58,922.14	40	Full Time - Hourly - Set Hours	AA	Technicians
EXECUTIVE ADMINISTRATOR	\$59,549.55	40	Full Time - Salary - Set Hours	BA	Administrative Support
MASTER ELECTRICIAN	\$59,640.36	40	Full Time - Salary - Set Hours	AA	Technicians
PLUMBING MECHANICAL INSPECTOR	\$59,876.25	40	Full Time - Salary - Set Hours	AA	Professionals
PLANS EXAMINER	\$60,000.00	40	Full Time - Salary - Set Hours	AA	Professionals
PLUMBING MECHANICAL INSPECTOR	\$60,041.00	40	Full Time - Salary - Set Hours	AA	Professionals
LEAD MECHANIC	\$60,393.95	40	Full Time - Salary - Set Hours	AA	Craft Workers
BUILDING INSPECTOR II	\$60,429.60	40	Full Time - Salary - Set Hours	AA	Professionals
ADMINISTRATOR RISK MANAGEMENT	\$60,660.65	40	Full Time - Salary - Set Hours	BC	Professionals
SR LEAD MECHANIC	\$61,127.90	40	Full Time - Salary - Set Hours	AA	Craft Workers
SR COORDINATOR AIRPORT GRANTS & FINANCE	\$61,340.20	40	Full Time - Salary - Set Hours	BA	Administrative Support
EXECUTIVE ASSISTANT	\$61,361.53	40	Full Time - Salary - Set Hours	BA	Administrative Support
ADMINISTRATOR BUILDING & PARKS & BEACHES	\$61,372.47	40	Full Time - Salary - Set Hours	AA	Craft Workers
SR ADMINISTRATOR GIS	\$61,755.43	40	Full Time - Salary - Set Hours	AA	Professionals
DIRECTOR VETERANS AFFAIRS	\$61,865.91	40	Full Time - Salary - Set Hours	AA	Professionals
EXECUTIVE ADMINISTRATOR	\$61,888.56	40	Full Time - Salary - Set Hours	BC	Administrative Support
EXECUTIVE ASSISTANT	\$62,000.00	40	Full Time - Salary - Set Hours	BA	Administrative Support
SERVER ADMINISTRATOR	\$62,156.90	40	Full Time - Salary - Set Hours	AA	Professionals
FIREFIGHTER PARAMEDIC	\$62,379.04		27 day work period	AA	Service Workers
AIRPORT FIRE RESCUE CAPTAIN	\$62,379.38		27 day work period	AA	Service Workers
ELECTRICAL INSPECTOR	\$62,403.50	40	Full Time - Salary - Set Hours	AA	Professionals
SR PROJECT ADMINISTRATOR	\$63,032.23	40	Full Time - Salary - Set Hours	AA	Professionals
SR ADMINISTRATOR BENEFITS/HIPAA PRIVACY OFFICER	\$63,294.78	40	Full Time - Salary - Set Hours	BC	Professionals
FIRE RESCUE LIEUTENANT	\$64,151.94		27 day work period	AC	Service Workers

ADMINISTRATOR BUILDING MAINTENANCE	\$64,430.19	40	Full Time - Salary - Set Hours	AA	Professionals
FIRE RESCUE LIEUTENANT	\$65,497.98		27 day work period	AA	Service Workers
FIRE RESCUE LIEUTENANT	\$65,497.98		27 day work period	AA	Service Workers
FIRE RESCUE LIEUTENANT	\$65,497.98		27 day work period	AA	Service Workers
FIRE RESCUE LIEUTENANT	\$65,497.99		27 day work period	BA	Service Workers
FIRE RESCUE LIEUTENANT	\$65,497.99		27 day work period	AA	Service Workers
FIRE RESCUE LIEUTENANT	\$65,497.99		27 day work period	AA	Service Workers
CONTRACT ADMINISTRATOR	\$66,123.93	40	Full Time - Salary - Set Hours	BA	Administrative Support
ASSISTANT FIRE MARSHAL	\$66,462.42	40	Full Time - Salary - Set Hours	AA	Professionals
AIRPORT SECURITY COORDINATOR	\$66,596.25	40	Full Time - Salary - Set Hours	BA	Professionals
PLANS EXAMINER	\$66,996.04	40	Full Time - Salary - Set Hours	AA	Professionals
ADMINISTRATOR LIBRARIES	\$67,136.16	40	Full Time - Salary - Set Hours	BA	Professionals
FIRE RESCUE LIEUTENANT INFECTION CONTROL OFFICER	\$67,168.90		27 day work period	AA	Service Workers
PLANNING & DEVELOPMENT REVIEW MANAGER	\$68,250.00	40	Full Time - Salary - Set Hours	AA	Professionals
COMPREHENSIVE PLANNING MANAGER	\$68,250.00	40	Full Time - Salary - Set Hours	AA	Professionals
SR ADMINISTRATOR ENVIRONMENTAL RESOURCES	\$68,250.00	40	Full Time - Salary - Set Hours	AA	Professionals
TRANSPORTATION PLANNING MANAGER	\$68,250.00	40	Full Time - Salary - Set Hours	BA	Professionals
SR ADMINISTRATOR MARINE RESOURCES	\$69,099.96	40	Full Time - Salary - Set Hours	AA	Professionals
DIRECTOR OF PROJECT MANAGEMENT	\$69,750.93	40	Full Time - Salary - Set Hours	AA	Professionals
FIRE RESCUE BATTALION CHIEF	\$70,153.93	40	Full Time - Salary - Set Hours	AA	Service Workers
FIRE RESCUE CAPTAIN EMS	\$70,539.41	40	Full Time - Salary - Set Hours	BA	Service Workers
SR ADMINISTRATOR GRANTS	\$70,704.00	40	Full Time - Salary - Set Hours	BA	Professionals
FIRE RESCUE BATTALION CHIEF	\$72,986.67		27 day work period	AA	Service Workers
ASSISTANT COUNTY ATTORNEY II	\$73,368.96	40	Full Time - Salary - Set Hours	BA	Professionals
APPLICATION ANALYST	\$73,500.00	40	Full Time - Salary - Set Hours	BB	Professionals
SR ADMINISTRATOR CODE COMPLIANCE	\$74,000.00	40	Full Time - Salary - Set Hours	AA	Service Workers
DIRECTOR MIDDLE KEYS OPERATIONS	\$76,244.76	40	Full Time - Salary - Set Hours	AA	Professionals
FIRE RESCUE BATTALION CHIEF	\$77,169.32		27 day work period	AA	Service Workers
FIRE RESCUE BATTALION CHIEF	\$77,169.32		27 day work period	AA	Service Workers
ASSISTANT COUNTY ATTORNEY II	\$79,116.00	40	Full Time - Salary - Set Hours	BA	Professionals
FIRE RESCUE CAPTAIN	\$79,572.70	40	Full Time - Salary - Set Hours	AA	Service Workers
DIRECTOR OF PROJECT MANAGEMENT	\$80,000.00	40	Full Time - Salary - Set Hours	AA	Professionals
ASSISTANT PLANNING DIRECTOR	\$80,000.00	40	Full Time - Salary - Set Hours	BA	Professionals
DIRECTOR INFORMATION TECHNOLOGY	\$80,695.11	40	Full Time - Salary - Set Hours	AA	Professionals
FIRE RESCUE BATTALION CHIEF	\$81,027.79	40	Full Time - Salary - Set Hours	AA	Service Workers
SR DIRECTOR CODE COMPLIANCE	\$83,242.18	40	Full Time - Salary - Set Hours	BA	Professionals
ASSISTANT DIRECTOR PUBLIC WORKS	\$85,328.87	40	Full Time - Salary - Set Hours	BA	Professionals
SR DIRECTOR BUILDING OFFICIAL	\$85,500.00	40	Full Time - Salary - Set Hours	AA	Professionals
DIRECTOR LIBRARIES	\$86,101.98	40	Full Time - Salary - Set Hours	BA	Professionals
DIRECTOR FLEET MANAGEMENT	\$88,380.49	37.5	Full Time - Salary - Set Hours	AA	Professionals
DIRECTOR INTERGOVERNMENTAL / LEGISLATIVE AFFAIRS AND GRANTS ACQUISITION	\$89,000.00	40	Full Time - Salary - Set Hours	BA	Professionals
DIRECTOR EMERGENCY MANAGEMENT	\$89,168.18	40	Full Time - Salary - Set Hours	BA	Professionals
FIRE RESCUE BATTALION CHIEF	\$89,633.36	40	Full Time - Salary - Set Hours	AA	Service Workers
DIRECTOR SUSTAINABILITY AND SPECIAL PROJECTS	\$90,000.00	40	Full Time - Salary - Set Hours	BA	Professionals
SR DIRECTOR OF BUDGET & FINANCE	\$94,185.00	40	Full Time - Salary - Set Hours	BA	Professionals
ASSISTANT DIRECTOR OF AIRPORTS	\$95,000.00	40	Full Time - Salary - Set Hours	AA	Professionals
ASSISTANT COUNTY ATTORNEY III	\$95,471.25	40	Full Time - Salary - Set Hours	BA	Professionals
DIRECTOR OF ENGINEERING SERVICES	\$95,758.74	40	Full Time - Salary - Set Hours	BA	Professionals
DIVISION DIRECTOR PUBLIC WORKS / ENGINEERING	\$95,984.15	40	Full Time - Salary - Set Hours	AA	Professionals
DIVISION DIRECTOR EMPLOYEE SERVICES	\$96,017.88	40	Full Time - Salary - Set Hours	BA	Professionals
SR DIRECTOR STRATEGIC PLANNING	\$97,000.00	40	Full-Time - Salary - Set Hours	AA	Professionals

SR DIRECTOR SOCIAL SERVICES	\$98,000.00	40	Full Time - Salary - Set Hours	BA	Professionals
ASSISTANT COUNTY ATTORNEY III	\$101,272.50	40	Full Time - Salary - Set Hours	BA	Professionals
ASSISTANT COUNTY ATTORNEY III	\$101,272.50	40	Full Time - Salary - Set Hours	AC	Professionals
SR DIRECTOR AIRPORTS	\$101,355.62	40	Full Time - Salary - Set Hours	AA	Professionals
SR DIRECTOR PLANNING AND ENVIRONMENTAL RESOURCES	\$102,375.00	40	Full Time - Salary - Set Hours	AA	Professionals
FIRE RESCUE DEPUTY CHIEF-OPERATIONS	\$102,966.68	40	Full Time - Salary - Set Hours	AA	Service Workers
ASSISTANT COUNTY ATTORNEY III	\$104,500.00	40	Full Time - Salary - Set Hours	AA	Professionals
ASSISTANT COUNTY ATTORNEY III	\$106,522.50	40	Full Time - Salary - Set Hours	BA	Professionals
ASSISTANT COUNTY ATTORNEY - LITIGATOR	\$114,678.90	40	Full Time - Salary - Set Hours	AA	Professionals
FIRE CHIEF/DIVISION DIRECTOR EMERGENCY SERVICES	\$118,412.44	40	Full Time - Salary - Set Hours	AA	Professionals
DIVISION DIRECTOR GROWTH MANAGEMENT	\$118,412.44	40	Full Time - Salary - Set Hours	BA	Professionals
DIRECTOR OF PUBLIC WORKS	\$118,412.49	37.5	Full Time - Salary - Set Hours	AA	Professionals
DEPUTY COUNTY ADMINISTRATOR	\$137,862.80	40	Full Time - Salary - Set Hours	BA	Professionals
COUNTY ATTORNEY	\$175,000.00	40	Contractual	AA	Professionals
COUNTY ADMINISTRATOR	\$185,040.00	40	Contractual	AA	Professionals

**The number of employees by race sex, and national origin who were terminated
9/1/11 – 8/30/13**

RACE/SEX/NATIONAL ORIGIN	NUMBER OF TERMINATIONS
White Male, Non-Hispanic	7
Black Male , Non-Hispanic	0
White Male , Hispanic	5
Black Male, Hispanic	0
Asian or Pacific Islander, Male	0
American Indian , Male	0
White Female, Non-Hispanic	10
Black Female , Non-Hispanic	1
White Female , Hispanic	0
Black Female, Hispanic	0
Asian or Pacific Islander, Female	0
American Indian , Female	0

**The number of employees by race sex, and national origin who were newly HIRED
9/1/11 – 8/30/13**

PROFESSIONAL

Number of employees	RACE/SEX/NATIONAL ORIGIN
10	White Male, Non-Hispanic
	Black Male , Non-Hispanic
1	White Male , Hispanic
	Black Male, Hispanic
	Asian or Pacific Islander, Male
	American Indian , Male
14	White Female, Non-Hispanic
2	Black Female , Non-Hispanic
	White Female , Hispanic
	Black Female, Hispanic
	Asian or Pacific Islander, Female
	American Indian , Female

TECHNICIAN

Number of employees	RACE/SEX/NATIONAL ORIGIN
1	White Male, Non-Hispanic
1	Black Male , Non-Hispanic
	White Male , Hispanic
	Black Male, Hispanic
	Asian or Pacific Islander, Male
	American Indian , Male
	White Female, Non-Hispanic
	Black Female , Non-Hispanic
	White Female , Hispanic
	Black Female, Hispanic
	Asian or Pacific Islander, Female
	American Indian , Female

CRAFT WORKER

Number of employees	RACE/SEX/NATIONAL ORIGIN
12	White Male, Non-Hispanic

3	Black Male , Non-Hispanic
7	White Male , Hispanic
	Black Male, Hispanic
	Asian or Pacific Islander, Male
	American Indian , Male
	White Female, Non-Hispanic
	Black Female , Non-Hispanic
	White Female , Hispanic
	Black Female, Hispanic
	Asian or Pacific Islander, Female
	American Indian , Female

ADMINISTRATIVE SUPPORT

Number of employees	RACE/SEX/NATIONAL ORIGIN
7	White Male, Non-Hispanic
	Black Male , Non-Hispanic
3	White Male , Hispanic
	Black Male, Hispanic
	Asian or Pacific Islander, Male
	American Indian , Male
30	White Female, Non-Hispanic
1	Black Female , Non-Hispanic
	White Female , Hispanic
5	Black Female, Hispanic
	Asian or Pacific Islander, Female
	American Indian , Female

SERVICE WORKER

Number of employees	RACE/SEX/NATIONAL ORIGIN
20	White Male, Non-Hispanic
3	Black Male , Non-Hispanic
14	White Male , Hispanic
	Black Male, Hispanic
	Asian or Pacific Islander, Male
	American Indian , Male
11	White Female, Non-Hispanic

2	Black Female , Non-Hispanic
4	White Female , Hispanic
	Black Female, Hispanic
	Asian or Pacific Islander, Female
	American Indian , Female

OPERATIVES

Number of employees	RACE/SEX/NATIONAL ORIGIN
9	White Male, Non-Hispanic
1	Black Male , Non-Hispanic
1	White Male , Hispanic
	Black Male, Hispanic
	Asian or Pacific Islander, Male
	American Indian , Male
1	White Female, Non-Hispanic
	Black Female , Non-Hispanic
1	White Female , Hispanic
	Black Female, Hispanic
	Asian or Pacific Islander, Female
	American Indian , Female

Community and area labor characteristics

U.S. Census Bureau

AMERICAN
FactFinder

EEO-ALL08W

EEO 6w. State and Local Government Job Groups by Sex, and Race/Ethnicity for Worksite Geography,
Total Population
Universe: Civilians employed at work 18 years and over
EEO Tabulation 2008-2010 (5-year ACS data)

The EEO Tabulation is sponsored by four Federal agencies consisting of the Equal Employment Opportunity Commission (EEOC), the Employment Litigation Section of the Civil Rights Division at the Department of Justice (DOJ), the Office of Federal Contract Compliance Programs (OFCCP) at the Department of Labor, and the Office of Personnel Management (OPM).

Geography: Monroe County, Florida
Estimate: Estimate

Residence to Work Place Flows	Subject	Total, race and ethnicity	Hispanic or Latino		Not Hispanic or Latino, one race	
			White alone Hispanic or Latino	All other Hispanic or Latino	White alone	Black or African American alone
Worksite Total	Officials/Administrators					
Worksite Total	Total, both sexes					
Worksite Total	Number	5,400	565	80	4,550	180
Worksite Total	Percent	100.0%	10.5%	1.5%	84.3%	3.3%
Worksite Total	Male					
Worksite Total	Number	3,375	415	40	2,870	50
Worksite Total	Percent	62.5%	7.7%	0.7%	53.1%	0.9%
Worksite Total	Female					
Worksite Total	Number	2,025	150	40	1,580	125
Worksite Total	Percent	37.5%	2.8%	0.7%	31.1%	2.3%
Worksite Total	Professionals					
Worksite Total	Total, both sexes					
Worksite Total	Number	4,785	575	15	3,970	130
Worksite Total	Percent	100.0%	12.0%	0.3%	83.0%	2.7%
Worksite Total	Male					
Worksite Total	Number	2,430	280	4	2,015	85
Worksite Total	Percent	50.8%	5.9%	0.1%	42.1%	1.8%
Worksite Total	Female					
Worksite Total	Number	2,350	295	10	1,955	50
Worksite Total	Percent	49.1%	6.2%	0.2%	40.9%	1.0%
Worksite Total	Technicians					
Worksite Total	Total, both sexes					
Worksite Total	Number	480	105	0	330	0
Worksite Total	Percent	100.0%	21.9%	0.0%	68.8%	0.0%
Worksite Total	Male					
Worksite Total	Number	255	60	0	190	0
Worksite Total	Percent	53.1%	12.5%	0.0%	39.6%	0.0%
Worksite Total	Female					
Worksite Total	Number	225	45	0	140	0
Worksite Total	Percent	46.9%	9.4%	0.0%	29.2%	0.0%
Worksite Total	Protective service: Sworn					
Worksite Total	Total, both sexes					
Worksite Total	Number	1,460	295	35	1,040	90
Worksite Total	Percent	100.0%	20.2%	2.4%	71.2%	6.2%
Worksite Total	Male					
Worksite Total	Number	1,290	260	35	935	65
Worksite Total	Percent	88.4%	17.8%	2.4%	64.0%	4.5%
Worksite Total	Female					

Residence to Work Place Flows	Subject	Total, race and ethnicity	Hispanic or Latino		Not Hispanic or Latino, one race	
			White alone Hispanic or Latino	All other Hispanic or Latino	White alone	Black or African American alone
Worksite Total	Number	165	35	0	105	25
Worksite Total	Percent	11.3%	2.4%	0.0%	7.2%	1.7%
Worksite Total	Protective service: Non-sworn					
Worksite Total	Total, both sexes					
Worksite Total	Number	30	10	0	20	0
Worksite Total	Percent	100.0%	33.3%	0.0%	66.7%	0.0%
Worksite Total	Male					
Worksite Total	Number	4	0	0	4	0
Worksite Total	Percent	13.3%	0.0%	0.0%	13.3%	0.0%
Worksite Total	Female					
Worksite Total	Number	20	10	0	15	0
Worksite Total	Percent	66.7%	33.3%	0.0%	50.0%	0.0%
Worksite Total	Administrative support					
Worksite Total	Total, both sexes					
Worksite Total	Number	10,750	1,940	185	7,675	635
Worksite Total	Percent	100.0%	18.0%	1.7%	71.4%	5.9%
Worksite Total	Male					
Worksite Total	Number	3,965	630	90	2,905	180
Worksite Total	Percent	36.9%	5.9%	0.8%	27.0%	1.7%
Worksite Total	Female					
Worksite Total	Number	6,785	1,315	95	4,775	455
Worksite Total	Percent	63.1%	12.2%	0.9%	44.4%	4.2%
Worksite Total	Skilled craft					
Worksite Total	Total, both sexes					
Worksite Total	Number	4,200	995	40	2,840	245
Worksite Total	Percent	100.0%	23.7%	1.0%	67.6%	5.8%
Worksite Total	Male					
Worksite Total	Number	4,085	995	40	2,725	245
Worksite Total	Percent	97.3%	23.7%	1.0%	64.9%	5.8%
Worksite Total	Female					
Worksite Total	Number	115	0	0	115	0
Worksite Total	Percent	2.7%	0.0%	0.0%	2.7%	0.0%
Worksite Total	Service/Maintenance					
Worksite Total	Total, both sexes					
Worksite Total	Number	12,280	3,100	430	7,350	1,195
Worksite Total	Percent	100.0%	25.2%	3.5%	59.9%	9.7%
Worksite Total	Male					
Worksite Total	Number	7,025	1,845	340	4,125	700
Worksite Total	Percent	57.2%	15.0%	2.8%	33.6%	5.7%
Worksite Total	Female					
Worksite Total	Number	5,255	1,255	90	3,225	495
Worksite Total	Percent	42.8%	10.2%	0.7%	26.3%	4.0%
All Other Counties to Monroe County, Florida	Officials/Administrators					
All Other Counties to Monroe County, Florida	Total, both sexes					
All Other Counties to Monroe County, Florida	Number	225	0	0	225	0
All Other Counties to Monroe County, Florida	Percent	100.0%	0.0%	0.0%	100.0%	0.0%
All Other Counties to Monroe County, Florida	Male					
All Other Counties to Monroe County, Florida	Number	160	0	0	160	0
All Other Counties to Monroe County, Florida	Percent	71.1%	0.0%	0.0%	71.1%	0.0%
All Other Counties to Monroe County, Florida	Female					
All Other Counties to Monroe County, Florida	Number	65	0	0	65	0
All Other Counties to Monroe County, Florida	Percent	28.9%	0.0%	0.0%	28.9%	0.0%

Monroe County's employment practices and policies

Performance Evaluations

POLICY

All Departments shall evaluate the performance of all employees on an impartial basis using standard evaluation forms and the Employee Performance Appraisal Handbook provided in Administrative Instruction 4003.

PURPOSE

Employee performance evaluations shall be used for, but not limited to, the following purposes:

- A. To inform the employee of strong and weak points in his performance, as well as training needs and improvements expected.
- B. To recognize the employee's potential for promotion.
- C. To determine the employee's eligibility for merit salary advancements.
- D. To provide a record of past performance.
- E. To assist in determining the order of layoffs and reinstatements.

PROCEDURES

A. Each employee shall have his performance evaluated on a periodic basis as outlined in the Performance Appraisal Handbook

- 1. All performance evaluations shall be made by the employee's immediate Supervisor (with input from anyone deemed appropriate by the Supervisor) and reviewed by a higher level Supervisor whenever possible. The immediate Supervisor's final evaluation shall not be changed by higher level Supervisors; however, reviewing Supervisors shall certify that they reviewed the rating and may attach any written comments they deem appropriate concerning the evaluation.

2. Department Head may authorize an evaluation at any time he or she deems appropriate.

3. The original, completed evaluation form, as well as any written material from the Supervisor, the Department Head, or the employee, shall be placed in the employee's official Personnel File.

B. If an employee receives a below satisfactory rating in any category, the immediate Supervisor shall work with the employee in an effort to assist him/her in improving job performance. Such employees, if retained by the department, shall have their performance re-evaluated in the category(s) which do not meet performance standards.

Exit Interviews

It is the desire of the County to determine why good employees leave the County Service. An exit interview program has been established for the purpose of determining the causes and possible solutions of turnover among County personnel.

If an employee wishes, he or she may request an exit interview with Employee Services by contacting the Human Resources office. The Employee Services Division Director or County Administrator may also request an interview with an employee who has made known his or her intention to leave the County Service. The information obtained during the interview will be used solely for the purpose of identifying or solving problem areas and will not become part of the employee's personnel record unless authorized in writing by the employee.

Grievance Procedure

In the event an employee believes that the rules contained in this manual have been misapplied/violated, he/ she must utilize the following procedure, except in the cases of suspension, reduction in pay, demotion or termination - See 10.01 F. Failure of the grieving employee to follow the time limits will automatically result in a final and binding denial of the grievance. If the County does not follow the time limits, the appropriate County official will be deemed to have denied the grievance and it may proceed to the next step.

A. Step 1: The aggrieved employee shall present his/her grievance orally or in writing to his or her Supervisor within fifteen (15) working days of the incident to be grieved. Discussion will be informal for the purpose of resolving differences in the simplest and most direct manner. The immediate Supervisor shall consult with the Department Head, reach a decision, and communicate that decision orally or in writing to the aggrieved employee

within ten (10) working days from the date the grievance was presented to him or her. Supervisors are not empowered to make policy decisions.

B. Step 2: If the grievance is not resolved in Step 1, the employee shall reduce the grievance in writing, sign it, and present it to the Supervisor. The Supervisor shall attempt to resolve the issue(s) concerning the alleged grievance within ten (10) working days of the receipt of the written grievance. Should the grievance still not be resolved at this point, it shall be presented to the Department Head for review. The Department Head shall confer with the immediate Supervisor and they shall attempt to obtain the facts concerning the alleged grievance, and within ten (10) working days of receipt of the written grievance, answer the employee in writing or schedule a meeting with the employee. If a meeting is held, the Department Head shall notify the aggrieved employee in writing of his or her decision, no later than ten (10) working days after the meeting. The meeting may be rescheduled by the Department Head for a valid reason.

C. Step 3: If the response from the Department Head is not satisfactory, the employee may present the grievance form to the Division Director, who may confer with anyone he/she deems appropriate to obtain the facts concerning the alleged grievance, and within ten (10) working days of receipt of the grievance, schedule a meeting with the employee. The Division Director shall notify the aggrieved employee in writing of his/her, decision no later than ten (10) working days after the meeting.

D. Step 4: If the response from the Division Director is not satisfactory, the employee may bring the grievance form to the Human Resources office, for review before the Employee Grievance Council. This Council will provide an additional avenue for the employee to pursue in the processing of appropriate complaints or grievances. By the establishment of the Employee Grievance Council, the employee whose problem is not resolved by the Division Director, may have the opportunity appear before this Council of peers and present his/her case. The Employee Grievance Council is empowered to call all necessary witnesses before them and to subsequently make their recommendations concerning disposition to the County Administrator. The decision of the Council is not binding; final determination will be made by the County Administrator. (Please refer to Monroe County Administrative Instruction 4714 for rules and procedures governing the Council.) The County Administrator shall furnish a copy of his decision to the aggrieved employee within fifteen (15) working days of receipt of the Council's recommendation(s).

E. Any complaint/grievance involving matters that pertain to the Personnel Policies and Procedures may be addressed in writing to the Employee Grievance Council, (via the Human Resources office) who will forward to the Council to determine whether the matter is appropriate to be considered by the Council. If deemed appropriate by a majority of Council members, the Human Resources office will schedule the airing of the Grievance at the earliest convenience. The Council is empowered to call all necessary witnesses and make

a recommendation concerning disposition to the County Administrator whose decision is final.

F. This Procedure does not apply to an individual who has been suspended, discharged, received a reduction in pay or demoted. Such individuals shall appeal in accordance to Section 9.15 hereof.

G. If an employee does not answer to a Department Head and/or a Division Director, the Human Resources office will assist the employee in moving through the appropriate steps of this grievance procedure.

H. The by-laws governing the establishment and operation of the Employee Grievance Council may be reviewed in Administrative Instruction 4714.

I. If the grievant feels the issue has not been satisfactorily resolved, the employee may appeal to the County Administrator.

Reasonable Accommodation Policy



BOARD OF COUNTY COMMISSIONERS

Mayor David Rice, District 4
Mayor Pro Tem Kim Waggoner, District 1
George Nougont, District 2
Heather Caruthers, District 3
Sybil J. Murphy, District 5

Office of the Employment Services Division Director
The Historic Gate Office Building
1100 Monument Street, Suite 203
Key West, FL 33040
(305) 292-4438 - Phone
(305) 292-4564 - Fax



Office of the County Administrator
Key West, Florida

MONROE COUNTY ADMINISTRATIVE INSTRUCTION 4719.2

Date: July 2, 2012

Subject: American with Disabilities Act
Request for Accommodation

Reference: Monroe County Personnel Policies and Procedures
Code of Federal Regulations
American with Disabilities Act Title II

Enclosure: (1) Accommodation Request Form (3 pages)

Effective Date: Immediately

(1) Background: The Americans with Disabilities Act requires a public entity that employs 50 or more persons provide reasonable accommodations to qualified persons with disabilities in order that they might fully participate in activities, programs, benefits or services when requested.

(2) Purpose: The purpose of this instruction is to comply and carry out responsibilities under the American with Disabilities Act.

(3) Cancellation: Instruction is to remain continuously in effect unless specifically revised or canceled.

(4) Instruction: Enclosure (1) is to be utilized for those requesting an accommodation for services, activities, programs or benefits by Monroe County BOCC. Employees with disabilities who need a reasonable accommodation to be able to perform the essential functions of their jobs should contact the County's ADA Coordinator, Calvin Allen.

**AMERICANS WITH DISABILITIES ACT (ADA)
ACCOMMODATION REQUEST FORM**

Complete and send to:
County Administrator's Office
1100 Simonton Street, Suite 205
Key West FL 33040
Ph: (305) 292-4441 Fax: (305) 292-4544

Contacts:
Connie Cyr, Aide to County Administrator
cyr-connie@monroe-county-fl.gov
Abra Campo, Sr. Administrative Assistant
campo-abra@monroe-county-fl.gov

ADA Coordinator Contact
Calvin Allen
1100 Simonton Street, Suite 205
Key West FL 33040
allen-calvin@monroe-county-fl.gov
Ph: (305) 292-4545 Fax: (305) 292-4564

REQUESTOR INFORMATION

Name _____ Date _____

ADDRESS: _____

CITY _____ STATE _____ ZIP _____

EMAIL: _____

HOME PHONE (include area code) _____ Business Phone (include area code) _____

PERSON MAKING THE REQUEST (if other than individual needing the accommodation):

Name _____

ADDRESS: _____

CITY _____ STATE _____ ZIP _____

EMAIL: _____

HOME PHONE (include area code) _____ Business Phone (include area code) _____

OTHER CONTACT INFORMATION: _____

INFORMATION ON ACCOMMODATION

DATE AND TIME ACCOMMODATION NEEDED: _____

LOCATION ACCOMMODATION NEEDED: _____

DURATION FOR WHICH THE ACCOMMODATION NEEDED: _____

NATURE OF DISABILITY THAT NECESSITATES ACCOMMODATION (attach additional information or documentation if necessary)

ACCOMMODATIONS REQUESTED (please check one of the following six options):

☐ Assistive listening device (Assistive listening systems work by increasing the loudness of sounds, minimizing background noise, reducing the effect of distance, and overriding poor acoustics. The listener uses a receiver with headphones or a neckloop to hear the speaker.)

☐ Communication access real-time translation/real-time transcription services (CART is a word-for-word speech-to-text interpreting service for people who need communication access. A rendering of everything said in a meeting will appear on a computer screen. CART is not an official transcript of a proceeding.)

☐ Sign Language Interpreter (Please specify American Sign Language, oral interpreter, signed English, or other type of signing system used by persons with hearing loss.): _____

☐ Assignment to a meeting room that is accessible to a person using a mobility device (Please specify wheelchair, scooter, walker, or other mobility device that is used.): _____

☐ Provision of County documents in an alternative format (Please specify Braille, large print, accessible electronic document, or other accessible format used by persons who are blind or have low vision.): _____

☐ Other accommodation (please specify): _____

It is best practice to give consideration to the accommodations sought as required under title II of the ADA, however, alternative methods that achieve effective communication are permissible. The County may comply with the requirements of this section through such means as: redesign of equipment, rearrangement of services in accessible buildings, assignment of aides to beneficiaries, home visits, delivery of services in alternate accessible sites, alteration of existing facilities and construction of new facilities, use of accessible calling cards, or other correspondence, or any other methods that result in making its services, programs, or activities readily accessible to and usable by individuals with disabilities. The County is not required to make structural changes to existing facilities where such methods are effective in achieving compliance with this section. The County, in making alterations to existing buildings, shall meet the accessibility requirements of Regulations 35.131. In choosing among available methods for meeting the requirements of this section, the County shall give priority to those methods that offer services, programs, and services to qualified individuals with disabilities in the most integrated setting appropriate. Auxiliary and requests will be provided as an charge.

Signature: _____ Date: _____

THE FOLLOWING SECTION IS TO BE COMPLETED BY COUNTY PERSONNEL ONLY

Date request was received: _____

Name and title of individual responding to this request: _____

Additional oral or written information requested? ☐ Yes ☐ No

If so, describe information: _____

Accommodation granted? ☐ Yes ☐ No

Describe the accommodation(s) granted by the County if an alternative means to provide access to program or service is offered: _____

Indicate the duration the accommodation will be provided: _____

If an accommodation is denied, indicate reason(s) for denial (If the request is denied, granted only in part, or if an alternative accommodation is granted, a written response must be provided to the individual with a disability. Transmittal of a copy of this section of the accommodation request form by email or by U.S. Mail delivery is one means of providing the written response required. If an accommodation is denied due to a finding of undue burden or fundamental alteration, that such determination must be made in writing by the County Administrator).

☐ Request is denied. Written response provided to requestor and a copy is attached to this document for the record.